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MINNESOTA
Labor Market Information Summary
FOR 1981

1981-82

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Introduction

This report is prepared each year in order to update trends in labor market conditions and to project developments over the next year. It is essentially a reference document and is intended for use by anyone interested in the functioning of the State's economy or labor market(s). The report has been divided into three sections: 1) a general review of the National and State economies, 2) an overview of the characteristics of those seeking work and the demand for their skills, and 3) a look at the problems facing special groups who generally require additional assistance in obtaining suitable employment.

This is but one of seven such publications covering the State. The others cover in greater detail, the Minneapolis-St. Paul SMSA, Rochester SMSA, St. Cloud SMSA, N.W. Minnesota, Duluth SMSA and N.E. Minnesota, Balance of State, and Rural CEP. They are available from the Research and Statistical Services Office, Minnesota Department of Economic Security, 390 North Robert St., St. Paul, Minnesota 55101.

Table of Contents

		Page
	Introduction	i
I.	HIGHLIGHTS	1
II.	STRUCTURE AND PERFORMANCE OF MINNESOTA'S ECONOMY	3
	BRIEF HISTORY	3
	DEMOGRAPHIC IMPACT	4
	1980 Census Summary	5
	Population Changes	5
	Labor Force Participation	8
	DISTRIBUTION OF WORKERS BY INDUSTRY	9
	Comparison with the U.S., 1970-1980	9
	Minnesota 1979-1980	9
	Comparison with the U.S., February 1979-1980	10
	ECONOMIC FORECAST	11
	Employment and Unemployment	11
	Inflation	12
III.	THE DEMAND FOR AND SUPPLY OF WORKERS	17
	OVERVIEW	17
	WORKER DEMAND	17
	Sources and Limitations	17
	Demand in Recent Past	18
	Hires and Openings	19
	Future Demand	26
	WORKER SUPPLY	26
	Overview	26
	The Unemployed	30
	Job Service Applicants	30
IV.	EMPLOYMENT PROBLEMS OF SELECTED GROUPS	38
	MINORITIES	39
	Population Estimates	39
	Southeast Asians	40
	Spanish Heritage	41
	Blacks	42
	Indians	43
	OLDER WORKERS	44
	The Role of the Job Service	45
	YOUTH	46
	Youth and Jobs	46
	Legislation Affecting Youth	47
	Education, Training and Skills	47
	The Role of the Job Service	48
	VETERANS	48
	The Role of the Job Service	50
	Education	51
	WOMEN	51
	Income	54
	Unemployment and Jobs	55
	ECONOMICALLY DISADVANTAGED	55

I. Highlights

The 1980 recession reduced employment and raised unemployment as inflation continued at a double-digit rate. High interest rates and often the unavailability of credit hurt residential construction and the sale of any high cost items. New car and snowmobile sales sagged, reducing the need for steel and the people who mine and process it. Meanwhile, the labor force participation rate dipped slightly as job opportunities dwindled in many industries, especially construction and durable goods manufacturing.

Several moderating factors were occurring in the first half of 1981. The influx of women and youth into the job market, though still rising, was leveling off. Price increases were slowing enough to bring inflation back to the single-digit range for 1981. Automobile and other sales appeared to be gaining strength, and with credit easing, employment for the second-half 1981 should exceed year-ago levels, while the unemployment rate will continue to fall. Still, 1981 is not expected to evidence the robust growth, that was experienced in the 72-73 and 77-79 recovery periods.

Over the next five years employment in the clerical and service occupations should grow substantially, each category generating roughly 25,000 openings per year. Employment in all major occupational families except farmers and farm workers will grow, and even the number of farmers/workers are not expected to decline as fast as they did during the past decade. Professional occupations that will be in greatest demand, at least until 1985, include chiropractors, podiatrists, optometrists, dental hygenists, clinical lab technicians, computer programers, chemical engineers, physicians and mechanical engineers. The demand for managers and administrators in general will also be in above average.

Other high demand occupations include cement & concrete finishers, structural metal craft workers, boiler makers, assorted mechanics, glaziers, opticians, lens grinders & polishers, assemblers, laundry workers, and photo lab workers.

Several groups of job seekers continue to encounter difficulty getting and holding jobs, a situation compounded by the recession. By and large they either lack marketable skills, have communications problems, or suffer discrimination. These problems are found among the following groups in Minnesota.

Minorities still face discrimination, are generally less educated and skilled, and experience higher unemployment rates than whites. It is primarily the teenagers who are experiencing increasing unemployment rates. Southeast Asians, numbering an estimated 23,200 in Minnesota by May 1981, are often illiterate, undereducated, possess few marketable skills, and endure a multitude of cultural and attitudinal problems. English is difficult for them to learn and many do not speak it. Few programs are adequately designed to serve these people, and usually are seriously understaffed. Moreover, many of those who need help have no clear idea of how to go about getting it. Among other disadvantaged or special groups, Vietnam veterans are generally better educated than other applicants and not discriminated against, but lack crucial civilian work experience. Meanwhile, Females have simply entered the labor force at such an accelerated rate that there have not been enough good jobs to go around. Quite often these women are reentrants who have raised families and lack marketable skills. In the case of Older workers, they are often passed by in preference to experienced younger workers with current job skills who may not expect as high a wage. Many of the older workers are also

women without marketable skills. Available jobs for Young workers, who generally lack experience, are often part-time, temporary, and/or low paying. However, the lack of education is not normally important for most of the jobs. Those defined as Economically Disadvantaged under Federal guidelines generally lack education and marketable skills. Two thirds of them are women who commonly receive welfare, foodstamps, etc.

II. Structure And Performance Of Minnesota's Economy

Brief History
Demographic Impact

1980 CENSUS SUMMARY

POPULATION CHANGES

LABOR FORCE PARTICIPATION

Distribution Of Workers By Industry

COMPARISON WITH THE U.S. 1970-1980

MINNESOTA, 1979-1980

COMPARISON WITH THE U.S. FEBRUARY 1979-1980

Economic Forecast

EMPLOYMENT AND UNEMPLOYMENT

INFLATION

Brief History

Prior to World War II, Minnesota was largely agricultural with a third of the population living on farms, and another fifth rural nonfarm. Today only 10 percent of the population resides on farms, but farms are much larger, so there has been only a small loss in acreage (See Table 1). By 1952, manufacturing displaced farming as the major source of employment.1/ About 21 percent of the State's nonagricultural wage and salary workers are currently engaged in manufacturing, slightly below the National average. One out of four employees in manufacturing is associated with producing nonelectrical machinery. Food production ranks second, employing one out of eight factory workers.

Not only has agriculture diversified since the days when the State was essentially tied to wheat production and subject to the vagaries of highly fluctuating market prices, but new industries have emerged, providing a broad spectrum of goods and services. The economic diversity of the Twin Cities has played a major role in making them the dominant urban center in the Upper Midwest (especially in wholesaling, finance, transportation, and communications). On the other hand, as service centers for agribusiness small outstate towns struggle for business, often losing population to the Twin Cities which offer more in the way of jobs, educational opportunities, and social amenities.

1/ Today, retail and wholesale trade employs the largest number of workers.

Minnesota is nearly unique among the states in that the Minneapolis-St. Paul Metropolitan area contains over half of the State's population and employs over half of its labor force.

In the Outstate area of Minnesota specialized pockets of development have occurred that help to mitigate the employment problems of these who prefer not to locate in the Twin Cities. For example, the Rochester and St. Cloud SMSAs, together with Moorhead as part of the Fargo-Moorhead SMSA, have shown considerable expansion due to rapidly growing service and specialized manufacturing industries. Duluth, because of its strategic site at the head of the Great Lakes became a major shipping center after completion of the St. Lawrence Seaway Project in the 1950's. Brainerd and Bemidji generally enjoy a lucrative tourist business, and until the 1980 recession, expansion in taconite processing facilities generated a modest expansion in employment opportunities in Northeastern Minnesota.

Traditionally, per capita personal income in Minnesota has been less than the National average (see Table 2). In 1973 the States' per capita income surpassed that of the Nation, but has fluctutated around it after that, with Minnesota per capita income higher ($9,519 compared with $9,458) in 1980. Income from Agriculture is relatively more important to Minnesota than to the Nation, hence the State's income tends to be more erratic, being subject to fluctuations in the weather and prices of farm products.

In spite of severe winters that inhibit employment in the construction, agriculture and forest industries, traditionally, Minnesota enjoys a lower unemployment rate than the Nation (see Chart 3). Part of this differential is due to the relatively smaller number of minorities in Minnesota who generally suffer from higher unemployment rates, and part to Minnesota's relatively faster economic growth throughout the 1970's.

Table 1.
Farmland In Minnesota

Year	Of Farms (000)	Acreage (000)	Average Size (acres)
1945	189	32,200	176
1950	184	33,300	181
1955	168	33,300	198
1960	156	32,400	208
1965	141	32,100	228
1970	121	30,900	255
1975	118	30,600	259
1980	104	30,000	288

Source: Minnesota Department of Agriculture

Table 2
Per Capita Personal Income

	U.S.	Minnesota
1969	3,667	3,555
1970	3,893	3,819
1971	4,132	3,999
1972	4,493	4,358
1973	4,981	5,113
1974	5,428	5,424
1975	5,861	5,785
1976	6,401	6,214
1977	7,035	7,049
1978	7,846	7,821
1979	8,757	8,746
1980	9,458	9,519

Demographic Impact

1980 Census Summary

Unlike discussions of the State's population in previous LMIS's, this one is based on recent Census counts. The degree of Census detail available at this writing, however, is confined to total by race and area; detail by race, sex and age has not been released. It did not seem useful to estimate the number of whites and nonwhites by age as is normally done for Table 6, because the Census will be shortly providing complete counts by geographic area.

Inasmuch as the Census count of Minnesota's population was very close to that estimated for 1980 in last year's LMIS

(4,077,100 Census and 4,070,600 estimate), we feel fairly confident that our 1982 breakouts by age and sex, which were based on last year's estimates, will prove fairly representative. That is because everyone over age nine was already born and counted in 1970, and those still alive in 1982 can be estimated by using survival rates. The only remaining considerations are those born since 1970 and migration which is thought to be negligible.

Estimates of population by race, age, and sex are another matter. The 1980 Census counts for minorities appear to be low. The Census always has difficulty counting Indians, blacks, etc., and 1980 appears to have been no exception. Estimates of newly arrived minority populations such as the Vietnamese, Hmong, Cambodian, etc. are not available from the Census because in addition to undercounting, they are lumped with other groups into the "Asian and Pacific Islander" category. Moreover, the heaviest in-migration of these groups began after the Census was taken making the Census a poor base upon which to estimate. The section on "Problems of Selected Groups" which appears at pages 38 to 56 provides a lengthier discussion of minority population and problems. However, Table 3 provides a summary of differences in Census and other population estimates where comparisons were possible.

The Census showed 4,077,148 people living in Minnesota on April 1, 1980, some 7.1 percent more than the 3,804,971 during 1970. As expected, population changes were not uniform. Counties surrounding the Twin Cities like Sherburne, Wright, Chisago, Isanti, and Dakota gained most heavily, partially at the expense of Hennepin and Ramsey which reflected migration to the suburbs from Minneapolis and St. Paul. Counties further to the northeast like Benton, Mille Lacs, Crow Wing, and Cass also gained well above the average. Table 4 on page 6 shows the counties with the most profound population changes, while Table 5 shows the degree of population change in counties that make up the Minneapolis-St. Paul SMSA.

POPULATION CHANGES

When those born in the "baby boom" of the late 1940s and 1950s became old enough to work, the labor force grew rapidly. Not only was this the result of an increase in the youth population, but higher labor force participation rates among youth. Consequently, half of all unemployed in Minnesota are now less than 25 years old compared with 30 percent in 1970.

Before investigating the effects of demographic changes on the labor market, something needs to be said about changes that have occurred, and those that are expected.

The population 16 years of age and over is relatively easy to predict because it takes 16 years for birth rates to affect the size of this group.

Table 3
Population Estimates and Counts - Minnesota's Minorities

Pub. Estimates (July 1, 1981)		Census (April 1, 1980)	
Minority	190,000		
Nonwhite	135,000		
Black	55,000	Black	53,342
American Indian	50,000	Indian, Eskimo & Aleut	35,026
Southeast Asian	20,000	Asian & Pacific Islander	26,533
Other	15,000	Other (Cambodian, Indochinese, Pakistani, Indonesion Fiji Islander, etc.)	25,299
Spanish Heritage	55,000	Spanish Heritage	32,124

Table 4

Percent Change in Population, 1970 to 1980, by County

Minnesota	7.15	Carver	30.0
Sherburne	62.5	Anoka	26.3
Wright	51.0	Kanabec	23.7
Chisago	46.4	Douglas	21.8
Isanti	41.5	Cass	21.3
Dakota	38.9	Itasca	21.5
Washington	36.9	Becker	20.0
Scott	35.0	Hennepin	-2.2
Hubbard	33.0	Ramsey	-4.0

Net migration into or out of the state is thought to be negligible.1/ Census population counts are updated by counting or predicting the number of births and deaths that have occurred in the interim. The distribution of people by age is updated by aging the population and then using survival rates to estimate how many will still be alive at a given point in time. The State Demographer's Office does this, and a cursory examination of the data reveals the following:

*The strictly farm population declined in number as well as in proportion to the total.

*The distribution of Minnesota's non-farm population is unusual in that the Minneapolis-St. Paul Metropolitan area contains over half of the State's population. During the 1970s, the heaviest population growth occurred in seven of the nine Minneapolis-St. Paul SMSA counties (Hennepin and Ramsey counties being the exceptions). However, the nine county Minneapolis-St. Paul SMSA still accounts for the same percent of the State's population in 1980 as it did in 1970.

*Hennepin and Ramsey counties are losing population because of net out migration.

*While the number of 0-9 year olds decreased markedly from 1970 to 1980, from 1980 to 1985 their number will increase twice as fast as the average for all ages. (Presumes fertility rates will not fall and family formation will rise).

1/ The State Demographer estimates 9,000 persons or 0.2 percent net outmigration from 1970 to 1977.

Table 5

Percent Change in Population, 1970 to 1980, Mpls.-St. Paul SMSA by County

	1970-1980
Anoka	26.7
Carver	30.8
Chisago	47.0
Dakota	38.8
Hennepin	-2.2
Ramsey	-4.0
Scott	35.0
Washington	36.8
Wright	51.4
Mpls.-St.Paul SMSA	7.2
Minnesota	7.1

*While the number of workers beginning to seriously enter the labor market (the 20-24 year olds) grew by 39.5 percent from 1970 to 1980, their numbers will steadily decrease thereafter until 1995. After 1980 the number of 15-19 year olds will decrease, until, after 1987 there will be fewer than during 1970. This would ease teenage competition for jobs.

*In all probability the number of elementary and secondary students will remain below 1970 levels through the year 2000. The number of high school graduates, for example, has been rising up to 1980, and then it will begin to decline. From an estimated 74,500 graduates in 1980, the number is expected to drop to 56,000 in 1986.1/

1/ Source: Minnesota Department of Vocational Education

Table 6
Projected 1982 Population, Labor Force, Participation Rate[1/]
And Unemployment Rate By Age Group and Sex for Minnesota

	16+	16-19	20-24	25-34	35-44	45-54	55-64	65+
TOTAL MALE AND FEMALE								
Population	3118.2	301.2	403.3	711.4	497.7	379.8	360.0	464.7
Labor Force	2168.1	223.1	340.1	605.3	411.8	306.0	225.0	56.8
Participation Rt.	69.5	74.1	84.3	85.1	82.7	80.6	62.6	12.2
Employment	2079.5	200.0	319.0	583.8	402.8	299.0	219.3	55.4
Unemployment	88.6	23.1	21.1	21.5	9.0	7.0	5.7	1.5
Unemployment Rt.	4.1	10.3	6.2	3.6	2.2	2.3	2.5	2.6
MALE								
Population	1488.2	152.4	193.1	337.7	252.4	187.6	171.7	193.3
Labor Force	1198.4	115.3	174.4	323.1	241.5	177.5	132.6	34.0
Participation Rt.	80.5	75.7	90.3	95.7	95.7	94.6	77.2	17.6
Employment	1155.4	103.6	164.0	313.1	237.4	174.3	129.9	33.1
Unemployment	43.0	11.7	10.4	10.0	4.1	3.2	2.7	.9
Unemployment Rt.	3.6	10.1	6.0	3.1	1.7	1.8	2.0	2.6
FEMALE								
Population	1630.0	148.8	210.2	373.6	245.4	192.2	188.3	271.5
Labor Force	969.7	107.8	165.7	282.2	170.3	128.5	92.4	22.8
Participation Rt.	59.5	72.4	78.8	75.5	69.4	66.9	49.1	8.4
Employment	925.3	96.5	155.0	270.7	165.4	125.4	90.1	22.2
Unemployment	44.4	11.3	10.7	11.5	4.9	3.1	2.3	.6
Unemployment Rt.	4.6	10.5	6.4	4.1	2.9	2.4	2.5	2.5

1/ Based on estimates from the State Demographer, (including the 1977 household survey), MDES labor force estimates, and national counts and estimates of labor force participation.

Table 7
Minnesota Population, Labor Force, and Participation Rates
1970 to 1982

Year	Total Pop	16+ Pop	Ratio 16+Pop/Total	Labor Force	Employment	Participation Rate Minnesota	U.S.
1972	3874.2	2685.3	.693	1675.0	1584.7	62.4	61.0
1973	3885.4	2721.5	.700	1747.3	1664.5	64.2	61.4
1974	3897.5	2759.7	.708	1796.1	1699.5	65.1	61.8
1975	3921.0	2798.6	.714	1819.1	1691.0	65.1	61.8
1976	3956.9	2853.8	.721	1864.1	1744.2	65.3	62.1
1977	3981.7	2893.8	.727	1923.9	1819.1	66.5	62.8
1978	4011.4	2945.6	.734	1980.8	1902.5	67.3	63.7
1979	4043.3	2997.9	.741	2063.7	1985.4	68.8	64.2
1980	4070.6	3049.2	.749	2082.5	1981.2	68.3	64.3
1981*	4097.2	3085.2	.753	2116.3	2020.9	68.6	
1982*	4123.8	3118.2	.756	2168.1	2079.5	69.5	

*Projected

*The median age of the population is increasing. Those aged 65 and older are increasing slightly faster than the average. This places pressure on Social Security, but also generates job openings when these workers retire.

*During the five years from 1980 to 1985 we can expect 21,700 or 2.3 per cent more 0-14 year olds, 81,100 or 10 percent fewer 15-24 year olds, and 210,300 or 18.7 percent more 25-44 year olds.

*Between 1970 and 1980 the number of 25-34 year olds increased by 45.7 percent, compared with 7.1 percent for all ages. Between 1980 and 1990 25-34 year olds are expected to increase by 22.7 percent, while total population is expected to rise by 8.5 percent.

LABOR FORCE PARTICIPATION

Both the Current Population Survey (CPS) and our comparisons of population with the labor force point to labor force participation rates much higher in Minnesota than in most other states. Labor force, population, participation rates and employment are included in Tables 6&7 on page 7. Table 8 shows the trend of labor force participation in Minnesota from 1970 through 1979. As this Table suggests, whereas in 1972, 62.4 percent of the population 16 years of age and over was in the Labor Force, in 1980, 68.3 percent was similarly attached. By way of comparison, the 1980 U.S. participation rate was about 64 percent. The labor force data used in these calculations is from the unofficial 70 Step Handbook method. Official CPS adjusted estimates were not used because random sampling errors in the CPS figures from one year to the next interfere with comparability over time.1/ Population data comes either from the State Demographer

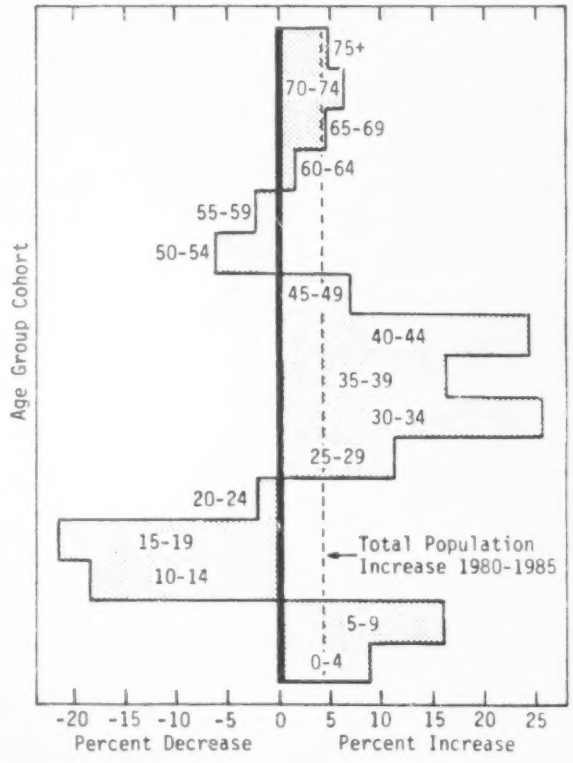
Table 8

Population - Minnesota 1982
(In thousands)

AGE	TOTAL	MALE	FEMALE	Nonwhite MALE	Nonwhite FEMALE
TOTAL	4123.8	2003.1	2120.7	White	
0- 4	3309.9	169.4	161.5	MALE	FEMALE
5- 9	291.7	149.3	142.4		
10-14	308.4	158.4	149.9		
15	74.6	37.8	36.9		
16-19	301.2	153.4	148.8		
20-24	403.3	193.1	210.2	No 1982 data	
25-29	381.1	183.3	197.5		
30-34	330.2	154.4	175.8	1980 Data available from Census	
35-39	273.6	140.8	132.8		
40-44	244.1	111.6	112.5		
45-59	191.9	95.1	96.8		
50-54	187.9	92.6	95.3		
55-59	186.3	90.2	96.0		
60-64	173.7	81.5	92.3		
65-69	150.9	68.7	82.2		
70-74	122.8	53.0	69.8		
75+	191.1	71.6	119.5		

Chart 1

Minnesota Population By Age Group
Percent Change, 1980-1985



1/ For a discussion of these two methods of computing labor force estimates see A Guide To Employment & Unemployment Statistics, Research and Statistical Services Office, Minnesota Department of Economic Security, July,1978.

or, for years that they do not provide figures, estimates based upon interpolation.

As said earlier, Minnesota's participation rates are higher than that of most other States. By way of comparison, and to a large degree substantiation, the State Planning Agency's 1977 Minnesota Household Survey estimated the total participation rate for April 1977 at 64.3 (compared with our 66.2 for the entire year). The survey estimated the female rate at 51.5 and the male rate at 78.1. Our estimates for females and males for 1982 are 59.5 and 80.5 percent, respectively. Considering that labor force participation rates have increased since 1977, the results from two independent estimating methods appear compatible.

Distribution Of Workers By Industry

Comparisons With The United States; 1970 and 1980

Nonagricultural Wage and Salary Employment in Minnesota increased faster during the 1970s than that of the United States, particularly in Manufacturing (see Table 9). Other groups with significantly higher growth rates in Minnesota were the Services and Finance, Insurance & Real Estate sectors. However, employment growth was much slower in Minnesota in Mining, whereas nationally the move toward self sufficiency in energy led to increased employment in the exploration for and extraction of oil and production of coal. Neither of these resources is available in Minnesota. Construction employment also grew more slowly in Minnesota than nationally.

Except for Agriculture, Minnesota's employment structure by major industry group closely resembled that of the U.S. in 1980. Agricultural employment is much more important in Minnesota, amounting to 6.2 percent of total employment compared with 3.4 percent in the U.S.

Minnesota Industry Employment Changes 1979 -1980

After years of substantial employment gains, the recession which began early in 1980 held the '79 to '80 growth in nonagricultural wage and salary employment to a minimum. Gains in Services, Government, and the Finance Insurance & Real Estate sector more than offset losses in Mining, Construction, Durable Goods Manufacturing and certain segments of Trade (Automotive and Building Materials and Hardware) and Transportation (particularly Trucking).

High interest rates and the unavailability of credit played key roles in declining employment in 1980. Directly affected were Construction, down by 8.4 percent primarily due to the residential construction component, and Transportation Equipment Manufacturing, down by

Table 9

Annual Average Nonagricultural Wage and Salary Employment
(In Thousands)

	United States		Percent	Minnesota		Percent	Percent Dist.	
	1970	1980	Change	1970	1980	Change	U.S.	Minn.
Total Nonag. Wage & Salary	70,880	90,657	27.9	1317.2	1770.0	34.4	100.0	100.0
Manufacturing	19,367	20,361	5.1	319.4	372.5	16.6	22.5	21.0
Mining & Quarrying	623	1,025	64.5	14.6	15.5	6.2	1.1	0.9
Construction	3,588	4,469	24.6	63.9	76.2	19.2	4.9	4.3
Trans., Comm. & P.U.	4,515	5,156	14.2	86.6	99.9	13.3	5.7	5.6
Trade	15,040	20,573	36.8	315.7	441.2	39.8	22.7	24.9
F.I.R.E.	3,645	5,162	41.6	64.2	94.4	47.0	5.7	5.3
Services	11,548	17,741	53.6	217.9	368.9	69.3	19.6	20.8
Government	12,554	16,170	28.8	234.9	301.2	28.2	17.8	17.0

27.3 percent, primarily due to sagging automobile and snowmobile sales. An additional factor in the drop in snowmobile sales was the mild, almost snowless winter, while auto sales were also hurt by price hikes and foreign competition. Industries which supply Construction and Automotive firms were also hard hit. Employment decreases were principally felt in the Lumber and Furniture (-13.6 percent), Stone, Clay and Glass (-10.0 percent) and Primary Metals (-11.8 percent), Building Materials & Hardware (-4.5 percent) and Automotive (-8.5 percent) industries. Employment in Iron Ore Mining (-9.9 percent) was hurt by the decline in demand for steel as automobile sales fell.

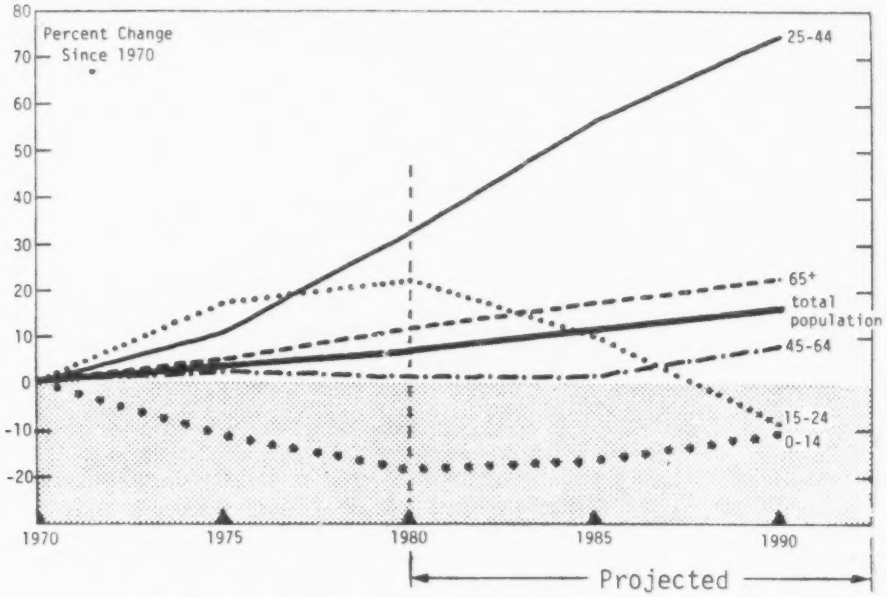
On the positive side employment in the Services sector continued to grow, particularly in Business (+6.6 percent) and Medical (+6.1 percent). Government employment, especially Federal (+4.6 percent), increased as temporary workers were added to conduct the 1980 Census.

Comparison with U.S. February 1979-February 1980

Table 10 summarizes changes in United States and Minnesota nonagricultural wage and salary employment between February 1980 and February 1981. Obviously, Minnesota was harder hit by the economic downturn than the U.S. as far as employment was concerned. All major groups, with the exception of government, either declined more or failed to grow as much in Minnesota. Particularly hard hit, when compared with the Nation, were the Construction, Mining, Trade, and Manufacturing industries.

Chart 2

Percent Change In Population Between 1970 and 1990
For Various Age Groups In Minnesota



Economic Forecast

Employment and Unemployment

The State remains in the grip of an economic slowdown which began early in 1980, but at least, some recovery is in sight. The State's unemployment rate, a basic measure of economic health, began to climb late in 1979 and remained roughly unchanged throughout 1980 (see Table 12). Normally the unemployment rate drops in the Summer and Fall. During January 1981 the rate was 5.9 percent compared with 5.1 percent in January 1980, and 4.8 percent in January 1979. By April 1981, however, the rate had fallen below year-ago levels and it is expected to remain lower throughout the year. If that drop materializes we could expect the number of unemployed would decrease from 101,300 to 95,400 during 1981.

Chart 3

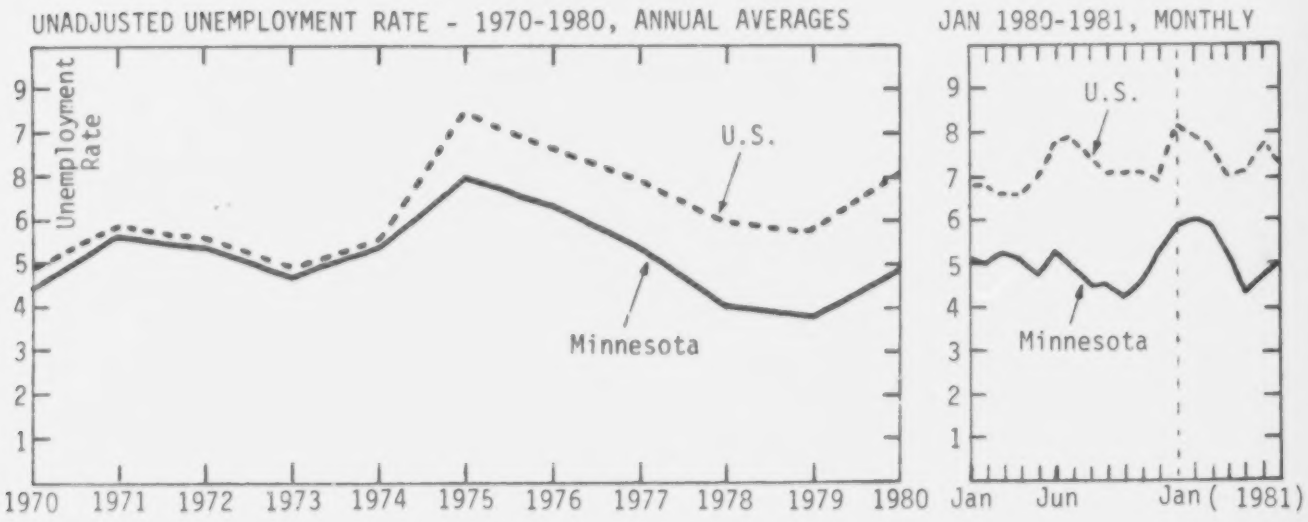


Table 10

Changes in U.S. and Minnesota Nonagricultural W.&S. Employment, February 1980 & 1981

	United States			Minnesota		
	February		Percent	February		Percent
	1980	1981	Change	1980	1981	Change
Total Nonag. W & S	89,781	90,147	0.4	1747.2	1723.2	-1.4
Mfg.	20,730	20,146	-2.8	377.6	358.2	-5.1
Mining & Quarrying	987	1,068	8.2	15.7	14.8	-5.7
Construction	4,109	3,969	-3.4	65.7	56.8	-13.5
Trans,Comm & P.U.	5,130	5,080	-1.0	99.8	97.4	-2.4
Trade	20,155	20,403	1.2	433.0	421.2	-2.7
FIRE	5,061	5,233	3.4	92.3	95.1	3.0
Services	17,317	17,928	3.5	357.9	368.7	3.0
Government	16,292	16,320	0.2	305.2	311.0	1.9

Substantial declines in construction and manufacturing employment put the State's economy into a tailspin in 1980. However, in spite of massive layoffs in these two industries, average annual employment in the State dropped only nominally.

Over the past two recovery periods Minnesota employment has shown substantial resiliency, rising by an average of 3.3 percent in the post-recession year. Because high interest rates are expected to deter any quick recovery in the residential housing market, no recovery in employment growth on the scale of that occurring in 1973 and 1976-77 is expected. Two areas where returns to work are expected to show strength in 1981 are mining and manufacturing.

Employment will probably rise in 1981, but not by much. From January to April employment averaged 21,500 or about one percent below year ago levels. As 1981 progresses the deficit decreases and it is expected that by the second-half of 1981 employment will exceed year-ago levels enough to net the slight gain mentioned above. If this materializes, employment should continued to rise during 1982, possibly by another 60,000.

A major factor in holding back employment increases over the next several years is the leveling off in the influx of women and teenagers into the labor market. Given smaller rises in the labor force participation rate of women, and teenage demographics - there will be a slower expansion in the labor force. This means fewer inexperienced workers, a major source of unemployment and low productivity. Other things being equal, it should produce a moderation in the unemployment rate.

Inflation

Although there is no official measure of inflation for the entire State, the Twin Cities Consumer Price Index (CPI) has registered double digit-inflation rates since mid-1978. In 1978, prices increased an average of 9.2 percent over those of 1977, whereas in 1979 they were 11.9 percent over 1978, and in 1980 11.4 percent over 1979. Energy, food, and housing, and medical care costs were the main items pushing up inflation during the 1970s, with transportation increasingly becoming a factor after 1978 (see Chart 4).

Translating into actual money outlays, if Twin Citians spent $100 for a "market basket" of goods in 1978, those same items cost $111.90 in 1979, $124.70 in 1980, and $138.40 during June 1981 (the last CPI available at this writing). On the other hand, wages generally have not increased as fast. Although there is no data for workers as a whole, real spendable earnings (adjusted for inflation and taxes) in Manufacturing fell substantially during 1979 and 1980. Manufacturing workers, in fact, have less purchasing power now than at the beginning of 1974.

During early 1981 the annual rate of inflation dropped below 10 percent, mostly because housing and medical care costs leveled somewhat and the cost of apparel and upkeep actually declined. The outlook for the remainder of 1981 is for prices to average about nine percent above last year.

Table 11

Minnesota Employment By Industry, 1973 Through 1979
(In Thousands)

INDUSTRY	1973	1974	1975	1976	1977	1978	1979	1980	% Δ 79-80
Nonagricultural Wage and Salary	1436.1	1480.9	1474.4	1520.9	1597.3	1688.9	1767.3	1770.0	.2
Manufacturing	331.2	340.6	313.0	321.7	339.3	360.4	382.0	372.5	-2.5
Durables	191.0	198.8	180.1	185.7	199.2	216.3	234.0	225.8	-3.5
Lumber & Furniture	14.6	14.0	12.3	13.6	14.9	16.6	16.9	14.6	-13.6
Stone, Clay & Glass	9.5	9.4	8.6	8.6	9.2	9.9	10.0	9.0	-10.0
Primary Metals	6.3	6.2	5.4	5.6	6.3	7.0	7.6	6.7	-11.8
Fabricated Metals	32.9	33.8	31.3	30.9	32.9	35.5	39.0	37.7	-3.3
Nonelectrical Machinery	67.4	72.3	64.7	66.0	69.6	77.8	87.1	87.3	.2
Electrical Machinery	22.9	24.6	22.1	23.3	25.8	26.9	28.1	27.1	-3.6
Transportation Equipment	12.6	11.7	10.2	10.3	11.1	11.0	11.0	8.0	-27.3
Scientific Instruments & Misc.	24.8	26.7	25.5	27.3	29.4	31.6	34.3	35.2	2.5
Nondurables	140.2	141.8	132.9	136.0	140.1	144.1	148.0	146.7	-.9
Food	50.4	50.1	47.9	48.9	49.9	50.2	49.4	48.6	-1.6
Textiles & Apparel	12.2	11.5	10.1	10.1	10.1	10.0	9.2	9.0	-2.2
Paper	31.8	33.0	30.6	30.5	31.0	31.6	33.6	33.3	-.9
Printing & Publishing	26.1	26.4	26.3	26.9	28.9	31.1	33.1	33.5	1.2
Chemicals & Petroleum	8.3	8.6	7.8	7.8	8.1	8.4	8.8	9.1	3.3
Rubber, Misc. Plastics & Leather	11.5	12.2	10.2	11.7	12.1	12.7	13.9	13.1	-5.8
Nonmanufacturing	1104.9	1140.3	1161.4	1199.2	1258.0	1328.5	1385.2	1397.5	.9
Mining & Quarrying	14.6	14.7	14.3	15.0	12.9	16.4	17.2	15.5	-9.9
Construction	66.1	65.2	63.6	65.4	68.7	79.0	83.2	76.2	-8.4
Transportation	60.1	61.2	58.4	58.7	60.6	61.1	66.1	65.2	-1.5
Railroads	18.2	17.9	15.8	15.6	15.3	15.7	15.7	15.2	-3.2
Trucking	22.5	23.2	22.3	22.8	23.8	25.1	26.6	24.8	-6.8
Communications & Public Utilities	30.3	30.3	30.7	31.1	31.9	32.8	34.1	34.7	1.7
Wholesale Trade	96.7	101.8	104.5	106.2	107.9	113.8	118.6	116.1	-1.0
Retail Trade	255.4	263.0	265.4	277.3	295.6	313.1	324.5	325.1	.2
Building Materials & Hardware	16.5	17.0	17.2	17.7	18.8	19.9	20.0	19.1	-4.5
General Merchandise	45.1	45.9	44.0	44.6	46.0	47.3	48.0	48.6	1.2
Food	34.9	36.4	36.5	38.5	39.6	41.2	43.7	44.9	2.7
Automotive	36.6	34.7	35.3	76.5	38.0	39.6	39.8	36.4	-8.5
Apparel	13.8	14.1	14.1	14.6	15.4	16.2	16.4	16.4	0
Furniture	9.1	9.1	8.9	9.7	10.8	12.1	12.7	12.6	-.8
Eating & Drinking	67.8	72.8	76.5	71.5	90.6	98.3	103.7	105.9	2.1
Miscellaneous	31.6	33.0	32.8	34.1	36.4	38.5	40.3	41.1	1.9
Finance, Insurance & Real Estate	71.8	73.5	75.4	77.9	82.2	86.3	91.5	94.4	3.1
Services	253.2	266.8	277.8	291.5	312.0	333.3	354.4	368.9	3.9
Business	31.3	32.5	32.4	35.1	40.4	46.3	52.1	55.8	6.6
Medical	85.5	91.2	96.0	100.5	106.8	111.7	117.6	125.2	6.1
Government	256.6	263.8	271.4	276.0	286.3	292.8	295.6	301.2	1.9
Federal	29.9	30.7	31.1	30.6	30.6	31.4	31.3	32.8	4.6
State	57.6	59.6	61.3	63.4	66.9	68.4	69.9	72.3	3.3
Administrative	19.2	19.7	21.6	22.0	23.4	23.8	23.9	24.1	.8
Hospitals	9.3	9.5	9.5	9.7	10.4	10.6	10.4	10.6	1.9
Education	29.1	30.4	30.7	31.8	33.0	34.0	35.6	37.6	5.3
Local	169.2	173.5	178.5	182.0	188.9	193.0	194.4	196.1	.9
Administration	61.7	61.9	63.2	64.2	68.0	70.4	70.7	72.6	2.6
Hospitals	13.1	14.4	15.6	16.7	17.7	18.5	19.0	19.7	3.6
Education	94.3	97.2	99.6	101.1	103.3	104.1	104.7	103.9	-.8
All Other Nonag.	150.8	151.8	151.2	162.4	162.5	169.2	173.3	170.1	-1.8
Agricultural	136.6	131.9	131.0	139.6	129.3	120.6	124.5	123.3	-1.0

Source: ES-202 and Current Employment Survey (CES) Programs

Table 12

Unofficial 70 Step Labor Force Estimates

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	A.A.
						1979							
Labor Force	1969.7	1979.7	1992.9	2035.3	2081.9	2140.0	2122.4	2110.1	2087.5	2089.2	2083.7	2071.1	2063.7
Employment	1874.4	1890.1	1906.3	1955.4	2012.2	2061.7	2051.6	2037.2	2027.5	2026.2	2005.4	1976.5	1985.4
Unemployment	95.3	89.6	86.6	79.9	69.7	78.3	70.8	72.9	60.0	63.0	78.3	94.6	78.3
Unemp. Rate	4.8	4.5	4.3	3.9	3.3	3.7	3.3	3.5	2.9	3.0	3.8	4.6	3.8
						1980							
Labor Force	2023.9	2035.9	2049.3	2088.7	2119.0	2155.0	2130.3	2100.5	2093.0	2078.2	2063.8	2052.2	2082.5
Employment	1921.6	1934.2	1943.4	1982.0	2018.6	2041.1	2025.8	2006.3	1999.8	1990.1	1969.0	1942.8	1981.2
Unemployment	102.3	101.7	105.9	106.7	100.4	113.9	104.5	94.2	93.2	88.1	94.8	109.4	101.3
Unemp. Rate	5.1	5.0	5.2	5.1	4.7	5.3	4.9	4.5	4.5	4.2	4.6	5.3	4.9
						1981							
Labor Force	2019.9	2029.3	2038.5	2065.2	2094.4								
Employment	1901.7	1907.0	1918.7	1964.8	1997.0								
Unemployment	118.2	122.3	119.8	100.4	97.4								
Unemp. Rate	5.9	6.0	5.9	4.9	4.7								

Official CPS Adjusted Labor Force Estimates

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	A.A.
						1979							
Labor Force	1975.4	1983.2	1994.2	2033.7	2076.5	2135.2	2116.9	2104.8	2084.3	2090.0	2090.2	2083.7	2063.0
Employment	1877.3	1889.2	1901.6	1946.7	1999.2	2048.4	2038.3	2024.0	2017.2	2018.7	2000.8	1974.7	1978.0
Unemployment	98.1	94.0	92.6	87.0	77.3	86.8	78.5	80.8	67.1	71.3	89.4	109.0	86.0
Unemp. Rate	5.0	4.7	4.6	4.3	3.7	4.1	3.7	3.8	3.2	3.4	4.3	5.2	4.2
						1980							
Labor Force	2043.5	2060.6	2079.8	2123.5	2156.9	2195.4	2169.0	2137.2	2129.4	2112.2	2097.5	2086.9	2116.0
Employment	1926.2	1942.5	1955.4	1997.0	2036.7	2059.3	2043.9	2024.3	2017.7	2007.0	1984.7	1957.3	1996.0
Unemployment	117.3	118.1	124.4	126.6	120.2	136.2	125.1	112.9	111.7	105.3	112.8	129.6	120.0
Unemp. Rate	5.7	5.7	6.0	6.0	5.6	6.2	5.8	5.3	5.2	5.0	5.4	6.2	5.7
						1981							
Labor Force	2087.5	2103.9	2122.8	2168.8	2201.4								
Employment	1940.1	1957.9	1990.9	2055.0	2094.6								
Unemployment	147.4	146.0	131.9	113.8	106.8								
Unemp. Rate	7.1	6.9	6.2	5.2	4.9								

Table 13

Comparison of Earnings and Inflation

	Production Workers In Manufacturing			Percent Change From Previous Year In		
Year	Weekly Hours	Hourly Earnings	Weekly Earnings	Average Hourly Earnings	Average Weekly Earnings	Mpls.-St. Paul Consumer Price Index
1971	39.8	$ 3.80	$ 151.24	7.3	6.8	3.6
1972	40.7	4.00	162.80	5.3	7.6	3.1
1973	41.1	4.21	173.03	5.3	6.3	6.0
1974	40.0	4.66	186.40	10.7	7.7	11.5
1975	39.4	5.10	200.94	9.4	7.8	8.5
1976	39.8	5.53	220.09	8.4	9.5	6.2
1977	40.0	5.97	238.80	8.0	8.5	7.1
1978	40.2	6.44	258.89	7.9	8.4	9.2
1979	40.0	6.95	277.20	7.9	7.1	11.9
1980	39.4	7.61	299.83	9.5	8.2	11.4

Chart 4

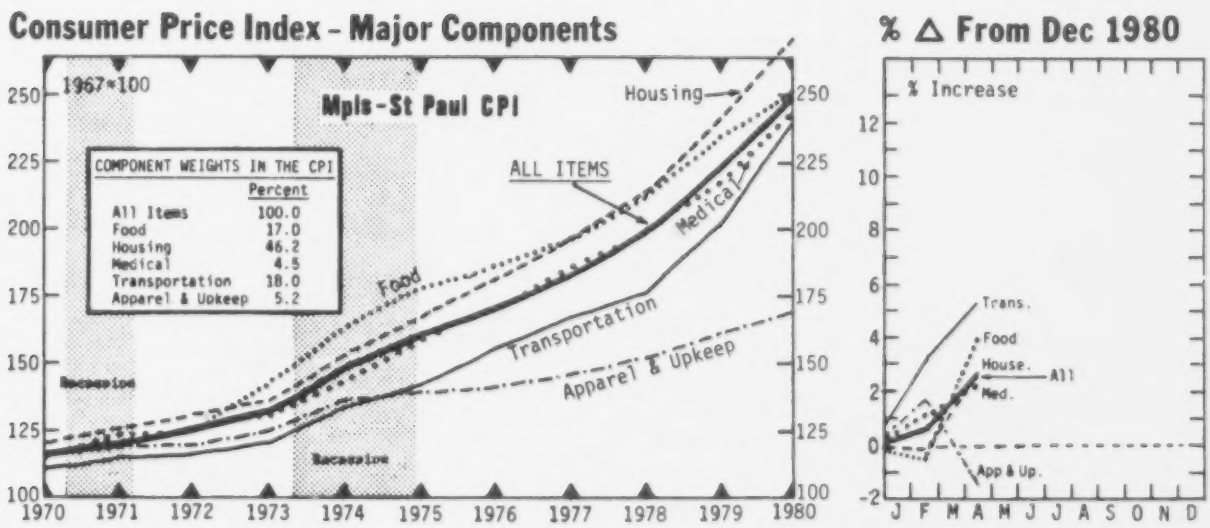


Table 14

Minnesota Labor Force Data

	Unoffical or Handbook Series						
			Projected		Percent Change		
	1979	1980	1981	1982	1979-1980	1980-1981	1981-1982
Labor Force	2063.7	2082.5	2116.3	2168.1	0.9	1.6	2.4
Employment	1985.4	1981.2	2020.9	2079.5	-0.2	2.0	2.9
Unemployment	78.3	101.3	95.4	88.6	29.4	-5.8	-7.1
Unemployment Rate	3.8	4.9	4.5	4.1	-	-	-

III. The Demand For And Supply Of Workers

OVERVIEW

Worker Demand

SOURCES AND LIMITATIONS

DEMAND IN THE RECENT PAST

HIRES AND OPENINGS

FUTURE DEMAND

Worker Supply

OVERVIEW

THE UNEMPLOYED

JOB SERVICE APPLICANTS

OVERVIEW

This section examines both the recent and long term demand for labor and the kinds of workers looking for jobs. The demand over the recent past is measured mainly by the number and kinds of workers employers have hired, and the vacancies that have remained unfilled. This includes vacancies that employers list with the Job Service (J.S.), and those reported by sample employers from a special survey. The long term demand is taken from Minnesota Employment Outlook to 1985 published by this office in January 1981.

The discussion on worker supply is, out of necessity, confined to those using the J.S. to find work. As a labor exchange, the J.S. tries to match those who register for work with the job openings that employers list with the Agency. However, given a choice, employers prefer to recruit from many sources, and job seekers often rely upon public or private employment agencies only after other methods fail. While it could be argued that some job seekers who register with the J.S. have no serious intention of taking a job, having registered only as a requirement for collecting Unemployment Insurance Benefits (U.I.) or food stamps, it is doubtful that this is prevalent enough to affect comparisons of those looking for work and the kinds of jobs offered. What does affect the comparisons is that those who use the J.S. to either find work or workers also use many other methods.

Worker Demand

WORKER DEMAND: SOURCES AND LIMITATIONS

Information on the demand for workers is available from several sources. The help wanted ads provide some of it, the U.S. Department of Labor deseminates job market information through publications such as the Occupational Outlook Handbook and the Occupational Outlook Quarterlies, and the Minnesota Department of Economic Security serves as a direct linkage through job orders filed by employers and data collected by its Research Office on turnover, openings, and hires from a broad sample of employers. Nevertheless, there are serious limitations in understanding just what is or will be the need

for workers.

For example, relatively few employers use the want ads, and when they do, they usually list only selected openings. Likewise, most employers do not recruit through the J.S., relying mainly upon direct application and intermediaries other than the J.S. Further, small employers rarely use the J.S. and large companies that do, use it to recruit for only a few of their professional, technical, managerial, sales, or clerical positions. Hence J.S. listings generally cover the service, machine trade, and bench work jobs.

Job openings data, collected quarterly, provides but a snapshot of the vacancies available on four days of the year. Even then, vacancy data often bears little direct relationship to actual hiring patterns. Although two occupations may be hired with equal frequency, more vacancies may consistently show up for one than the other. When openings always appear for an occupation, any of several conditions may be operating: a shortage of qualified applicants, unattractive wages or working conditions, or it may be that red tape inhibits hiring. Other things being equal, when unemployment is low, relatively more vacancies show up. When jobs are hard to find, vacancies are filled quickly and fewer openings are reported.

U.S. Department of Labor (DOL) publications reflect only generalized needs across the country, and our own projections of occupational demand provide but a rough idea of the State's and Twin Citys' average yearly needs for selected occupations.

About four years ago the Research and Statistal Services Office of this Department began to ask a sample of virtually all nonagricultural employers in Minnesota how many and what kinds of workers they hired each quarter.[1/] From this sample, universe estimates to approximate all new hires both statewide and for the Minneapolis-St. Paul Metropolitan Area are developed. The results are not perfect because of many reasons - sampling deficiencies, misreporting by employers, and miscoding by ourselves[2/] to name the major ones, but the findings are reflective of trends.

New hires data, even if perfect, does not answer all questions on labor demand. Not all vacant positions are filled with a new hire; many are filled through promotion, call-back from layoff or other leave, or are drawn from waiting lists of workers considered employees although not actually working. Waiting lists are especially prevalent in trade where employers need part-time or temporary sales people.

Demand in the Recent Past

Minnesota's nonagricultural employers (excluding construction and railroads), with about 1,679,000 employees, hired an estimated 590,000 workers during the twelve month period between December 1979 and November 1980. The 1980 recession cut into hiring in all occupational groups except Professional, Technical, and Managerial (see Table 15). Particularly hard hit were those occupational groups closely associated with the manufacturing sector, i.e., Bench Work, Machine Trades, Structural, and Processing.

The Average Openings Per Daily Hire column in Table 15 represents the approximate number of days it takes to fill an opening. One would expect that there would be fewer openings during a recession as more persons competed for fewer jobs. This was not the case. The average length of time remained at 13 days during 1980, unchanged from 1979.

Table 16 presents information on "high demand" occupations over the last three

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1/ The construction and railroad industries were excluded.

2/ The problem is in matching job titles given by employers with one of the 27,000 Occupational Titles (DOT).

years. Many of these high demand occupations are characterized by low skill requirements and pay, and generally unfavorable working conditions which contribute to high turnover. The occupation with the most hires in all three years was Waiters and Waitresses, accounting for 177,000 or nine percent of all hires during the three year period. Ranking second was Kitchen Helper with about 118,000 hires over the three year period. Together, these two food service occupations accounted for 294,000 or 15 percent of all hires during the three year period. No other occupations came close to generating as many hires.

Registered Nurse, which ranked 16th with about 27,000 hires, was the first professional occupation on the list. Interestingly, while hiring was down for most occupations from 1979 to 1980, the recruitment of Registered Nurses increased substantially.

As noted earlier, declines in hiring tended to be the most severe in occupations mainly associated with manufacturing activity, e.g., Assembler (both electronic and other), Production Machine Operator, Woodworking Shop Hand, Foundry Laborer and Welder. These are occupations for which hiring should rebound most as the economy improves.

Hires and Openings

Table 17 (pages 21 through 25) shows both the relative demand for, and the degree of difficulty in filling openings for selected high demand occupations. For quick reference the table is arranged by major occupational groups.

The number of hires for 1979 and 1980 are presented for both the State and Minneapolis-St. Paul Metropolitan Area, along with the average openings per daily hire (or the approximate length of time it takes to fill openings).

Table 15

New Hires

	1979	Average Openings Per Daily Hire	1980	Average Openings Per Daily Hire	Percent Change 1979 to 1980
All Occupations	719,018	13	589,507	13	-18.0
Prof., Tech. & Mgr.	77,553	33	81,302	33	4.8
Clerical	158,611	14	133,651	12	-15.7
Sales	48,406	7	41,097	8	-15.1
Service	196,094	9	174,713	11	-10.9
Ag. Forestry, Fish	8,426	6	7,373	3	-12.5
Processing	40,043	5	29,646	1	-26.4
Machine Trades	45,890	11	23,296	8	-49.2
Bench Work	30,917	13	14,265	11	-53.9
Structural	22,904	11	13,349	12	-41.7
Miscellaneous	90,174	10	70,997	11	-21.3

Table 16

Most Frequently Hired Occupations In Minnesota, Dec. 1977 to Nov. 1980 (Railroads, Construction, Farming, and Domestics Excluded)

OCCUPATION	THREE YEAR TOTAL	DEC. 77 TO NOV. 78	DEC. 78 TO NOV. 79	DEC. 79 TO NOV. 80	% CHANGE 79-80	Mpls.-St. Paul as % of State		
						DEC. 77 TO NOV. 78	DEC. 78 TO NOV. 79	DEC. 79 TO NOV. 80
Waiter/Waitress	176,769	53,562	61,115	62,092	1.6	57.1	62.3	67.1
Kitchen Help(Inc.Dish,Bus& Wash)	117,057	41,447	41,437	34,173	-17.5	65.9	80.3	62.8
Material Handler & Warehouse Wrkr	59,136	22,176	23,158	13,802	-40.4	65.9	76.2	66.7
Nurse Assistant	58,613	19,869	20,700	18,044	-12.8	53.0	50.7	60.0
Salesperson, General & Sales Clrk	56,424	18,119	20,722	17,583	-15.1	60.8	65.5	57.4
Clerk, General & General Office	56,150	17,685	21,322	17,143	-19.6	66.8	71.2	76.9
Janitor	40,186	17,221H	9,871	13,094H	*	77.3	66.0	42.7
Grocery Bagger/Carry Out	37,545	9,344	14,093	14,108	0.1	67.3	72.8	76.7
General Secretary	37,367	11,053	13,407	12,907	-3.7	69.3	73.8	79.8
Guard	36,118	16,184H	10,973	8,961	-18.3	88.5	91.2	89.4
Cannery Worker	33,296	11,310	10,660	11,326	6.3	8.9	10.6	6.8
Typist	30,991	10,344	12,063	8,584	-28.8	73.1	77.0	76.0
Cashier & Cashier Checker	30,430	9,423	9,885	11,122H	*	39.5	55.2	53.9
Electronics & Electrical Assemb.	29,355	11,559	12,411	5,385	-56.6	62.9	79.5	75.1
Cook	28,338	11,450H	7,828	9,060	15.7	29.2	46.2	58.5
Registered Nurse	26,689	8,153	8,852	9,684	9.4	54.6	50.5	56.5
Auto Service Station Attn.	22,562	8,027	6,204	8,331	34.3	67.9	67.6	70.0
Packager	21,105	6,799	8,323	5,983	-28.1	61.9	43.7	49.5
Stock Clerk	20,457	6,342	8,699	5,416	-37.7	68.6	68.6	69.5
Keypunch Operator	17,641	4,784	7,478H	5,379	*	79.8	78.6	86.5
Clothing Salesperson	17,138	5,524	6,035	5,579	-7.6	61.0	59.7	57.8
Grounds & Parks Maint. Worker	16,584	4,840	5,729	6,015	5.0	52.4	56.1	62.8
Housekeeping Aide (nonmedical)	16,349	4,473	5,436	6,440H	*	44.4	38.3	39.5
Building Maint. Worker & Helper	15,246	5,735	5,473	4,038	-26.2	55.9	55.0	65.0
Laborer, Paper Products	14,605	3,737	7,083H	3,785	*	68.3	80.5	71.9
Medical Housekeeping Aide	14,327	4,411	4,833	5,083	5.2	63.0	62.1	64.5
Accounting Clerk	12,668	4,089	4,456	4,123	-7.5	79.6	78.7	77.7
Bus Driver, Inc. School	12,444	4,589	4,264	3,591	-15.8	67.9	60.8	72.3
Teacher, Kind., Elem., & Sec.	12,409	4,171	4,126	4,112	-0.3	44.3	51.2	42.7
Licensed Practical Nurse	12,399	3,410	4,322	4,667	8.0	44.0	45.4	42.5
Mail Clerk (Except Post Office)	11,893	3,088	4,242	4,563H	*	70.2	70.8	73.1
Other Assemblers	11,379	5,631	4,175	1,573	-62.3	72.5	92.9	65.5
Teller	11,165	3,049	3,898H	4,218	*	59.1	57.5	60.6
Production Machine Operator	10,895	4,717	4,438	1,740	-60.8	55.1	65.5	75.7
Truck Driver, Heavy or Light	10,789	3,529	4,342	2,918	-32.8	58.7	55.1	68.4
File Clerk	10,166	3,577	3,144	3,445	9.6	77.4	76.3	69.6
Woodworking Shop Hand	9,583	5,300H	3,174	1,109	-65.1	35.7	13.8	87.5
Accountant	9,578	3,563	3,046	2,969	-2.5	71.7	70.8	73.6
Shipping/Receiving Clerk	9,192	2,716	3,782	2,694	-28.8	58.7	58.4	52.2
Plastic Molding Machine Operator	8,144	2,384	3,792H	1,968	*	74.1	92.0	97.4
Poultry Processing Laborer	9,125	2,661	3,579H	2,885	*	0.2	0.0	0.0
Inventory Clerk	9,088	5,720H	2,507	861	-65.7	95.2	87.4	38.0
Power Sewing Machine Operator	8,990	4,490	2,591L	1,909	*	41.9	52.8	87.5
Receptionist	8,982	2,731	3,258	2,993	-8.1	67.9	74.6	76.1
Switchboard Operator	8,452	3,029	2,807	2,616	-6.8	59.2	66.6	73.1
Motor Vehicle Cleaner	8,333	2,749	3,026	2,558	-15.5	74.3	61.9	65.2
Construction & Hwy. Maint. Wrk.	8,050	3,914H	2,229	1,907	-14.4	12.1	7.0	26.7
Postal Clerk/Carrier	7,589	2,579	2,949	2,061	-30.1	65.1	66.0	64.3
Bartender	7,397	2,665	2,972	1,760	-40.8	74.3	71.2	46.7
Auto & Truck Sales	7,097	2,564	2,626	1,907	-27.4	57.4	56.5	50.9
Foundry Laborer	7,003	3,195	2,942	866	-70.6	65.3	49.9	55.7
Machine Shop Helper	6,699	3,625	2,191L	883	*	71.7	76.3	63.0
Order Clerk	6,073	3,401	1,448L	1,224	*	72.2	64.8	81.1
Welder	5,885	1,911	2,659	1,315	-50.5	63.9	49.3	68.4
Recreation Attendant	5,440	2,383	1,826	1,231	-32.6	24.0	51.2	69.1
Laborer, Slaughter & Meat Pack.	5,293	2,800H	1,806	687	-62.0	19.3	13.5	46.1
Auto & Truck Mechanic	5,265	2,376	1,938	951	*	47.6	49.2	53.4
Total Listed	1,307,943	450,177	462,345	395,421	xxxx	xxxx	xxxx	xxxx
Total New Hires	1,965,517	656,992	719,018	589,507	-18.0	60.9	63.5	64.4

H = Estimate considered to be high
L = Estimate considered to be low
* = Percent change not considered meaningful

Table 17

NEW HIRES
and the
AVERAGE NUMBER OF UNFILLED JOB OPENINGS
PER DAILY HIRE
1979 and 1980

	STATE OF MINNESOTA				MPLS-ST. PAUL METRO AREA			
	DECEMBER 1978 THROUGH NOVEMBER 1979	AVRGE OPNG PER DAILY HIRE	DECEMBER 1979 THROUGH NOVEMBER 1980	AVRGE OPNG PER DAILY HIRE	DECEMBER 1978 THROUGH NOVEMBER 1979	AVRGE OPNG PER DAILY HIRE	DECEMBER 1979 THROUGH NOVEMBER 1980	AVRGE OPNG PER DAILY HIRE
TOTAL PROF., TECH., & MGRL.	77,553	33	81,302	33	51,822	37	54,169	39
TOTAL IN LISTED OCCUPATIONS	48,841		48,643		31,971		31,481	
ELECTRICAL ENGINEER	L 723	177	866	118	L 624	180	726	128
ELECTRONICS TECHNICIAN	1,557	23	1,427	44	1,377	22	995	58
ELECTRICAL/ELECTRONIC DRAFTER	427	53	565	65	328	59	440	67
MECHANICAL ENGINEER	1,477	H102	1,287	72	1,034	123	1,089	79
MECHANICAL ENGINEERING AIDE	H 1,411	H 39	512	42	H 1,326	H 39	439	47
MECHANICAL DRAFTER	1,364	33	1,505	24	971	32	1,101	27
SYSTEMS ANALYST	H 943	49	672	67	H 845	50	552	68
PROGRAMMER ANALYST	H 1,602	36	1,758	27	H 1,422	35	1,495	26
PROGRAMMER	H 2,422	53	2,245	67	H 2,043	55	1,785	76
CHEMICAL TECHNICIAN	716	25	989	10	511	29	914	13
COUNSELOR	L 488	22	491	6	L 222	38	317	7
MEDICAL DOCTOR	500	4	612	12	445	2	476	9
REGISTERED NURSE	8,852	36	9,648	54	4,469	42	5,455	75
X-RAY TECHNICIAN	532	15	546	20	330	22	268	23
OCCUPATIONAL THERAPY ASSISTANT	228	25	327	30	115	29	184	17
MEDICAL TECHNOLOGIST	474	17	530	14	397	13	437	12
MEDICAL LABORATORY ASST.	872	13	622	26	442	11	363	27
LICENSED PRACTICAL NURSE	4,322	36	4,667	50	1,963	53	1,984	97
TEACHER, KIND., ELEM., & SECONDARY	4,126	6	4,112	5	2,114	3	1,757	4
TEACHER AIDE	2,336	9	1,798	6	919	8	724	10
ATTORNEY	760	12	529	12	479	13	383	12
LAW CLERK/LEGAL ASSISTANT	762	9	940	9	753	8	905	7
ILLUSTRATOR/GRAPHIC ARTIST	493	42	409	29	441	44	318	36
ACCOUNTANT	3,046	22	2,969	19	2,159	24	2,186	22
AUDITOR	H 1,509	13	1,134	8	H 1,308	12	1,033	8
PURCHASING AGENT/BUYER	H 1,389	21	452	28	H 928	24	325	29
MANAGER, SALES	1,183	28	1,144	23	836	31	776	21
ADMINISTRATIVE ASST.	1,388	21	1,424	23	1,117	21	1,130	26
UNDERWRITER	351	36	312	33	275	30	231	32
STORE MANAGER	L 283	12	651	3	L 176	6	566	3
PERSONAL BANKER/LOAN OFFICER	485	30	H 720	15	351	32	H 554	15
MANAGEMENT TRAINEE	621	39	321	67	302	9	161	27
SOCIAL WORKER	906	35	H 1,507	28	740	47	661	49
CASE AIDE/COMMUNITY AIDE	293	23	H 952	16	208	30	H 751	16

H = Estimate considered to be high. L = Estimate considered to be low.

* = less than one half opening per daily hire.

Table 17 Continued

NEW HIRES
and the
AVERAGE NUMBER OF UNFILLED JOB OPENINGS
PER DAILY HIRE
1979 and 1980

	STATE OF MINNESOTA				MPLS-ST. PAUL METRO AREA			
	DECEMBER 1978 THROUGH NOVEMBER 1979	AVRGE OPNG PER DAILY HIRE	DECEMBER 1979 THROUGH NOVEMBER 1980	AVRGE OPNG PER DAILY HIRE	DECEMBER 1978 THROUGH NOVEMBER 1979	AVRGE OPNG PER DAILY HIRE	DECEMBER 1979 THROUGH NOVEMBER 1980	AVRGE OPNG PER DAILY HIRE
TOTAL CLERICAL OCCUPATIONS	158,611	14	133,651	12	114,257	15	98,555	14
TOTAL IN LISTED OCCUPATIONS	133,892		112,039		95,829		81,519	
SECRETARY	13,407	21	12,907	21	9,893	23	10,168	22
LEGAL SECRETARY	323	14	356	16	195	12	226	13
MEDICAL SECRETARY	456	24	356	26	269	30	218	27
STENOGRAPHER	950	27	667	21	671	29	417	25
TYPIST/CLERK TYPIST	12,063	17	8,584	19	9,284	19	6,526	22
DICTAPHONE OPERATOR	998	35	1,192	28	619	43	754	27
DATA ENTRY OPERATOR (K.P.D.)	H 7,478	18	5,379	16	H 5,874	19	4,652	17
E.D.P. CLERK	1,292	20	1,301	19	952	21	1,088	21
CREDIT CLERK	931	16	795	19	684	19	693	28
FILE CLERK	3,144	12	3,445	7	2,400	14	2,398	8
RECORD CLERK	1,478	H 26	954	27	1,187	H 28	760	28
CLERK, GENERAL OR GENERAL OFFICE	21,322	11	17,143	10	15,184	13	13,175	11
MAIL CLERK (NOT POST OFFICE)	H 4,242	9	H 4,563	6	H 3,002	10	H 3,337	6
PRICE CLERK/LISTER	H 1,961	4	1,318	6	H 1,335	5	974	7
AUDIT CLERK	H 631	8	317	13	H 521	7	256	11
BOOKKEEPER	H 2,385	15	1,808	6	H 1,486	18	1,103	7
TELLER	H 3,898	16	4,218	7	H 2,241	20	2,558	10
CASHIER & CASHIER CHECKER	9,885	8	H 11,122	2	5,455	H 11	5,990	4
COMPUTER OPERATOR	H 3,239	14	1,603	10	H 2,582	14	1,332	9
PERIPHERAL EQUIPMENT OPERATOR	H 3,058	15	1,843	20	H 2,442	18	1,581	22
BILLING/ACCTS. REC. CLERK	1,194	7	1,017	10	1,110	5	839	9
UNDERWRITING ASST.	908	28	712	21	753	25	572	23
ACCOUNTING CLERK	4,456	14	4,123	18	3,509	15	3,203	19
OFFICE MACHINE OPERATOR	553	3	H 1,595	7	428	3	H 1,430	7
PROOF OPERATOR	H 1,864	12	993	7	H 1,518	11	705	7
INVENTORY CONTROL CLERK	420	25	236	19	343	32	232	18
CONTROL CLERK	H 1,042	9	554	13	H 994	9	489	13
INVENTORY CLERK	2,507	*	861	1	2,192	*	327	1
SHIPPING/RECEIVING CLERK	H 3,782	8	2,694	10	H 2,208	10	1,407	7
STOCK CLERK	8,699	5	5,416	5	5,971	5	3,762	7
POSTAL CLERK/CARRIER	2,949	2	2,061	5	1,947	1	1,335	3
MESSENGER (EXCEPT BANK)	1,063	H 10	734	8	866	H 12	606	8
SWITCHBOARD OPERATOR	2,807	23	2,616	7	1,869	26	1,912	9
MEDICAL RECEPTIONIST/ADM. CLERK	696	15	661	7	418	18	464	6
RECEPTIONIST	3,256	9	2,993	5	2,432	9	2,279	6
CLAIM PROCESSING CLERK	896	18	1,284	17	697	18	1,102	17
LIBRARY ASSISTANT	537	11	581	6	218	10	338	9
MEDICAL RECORDS CLERK	539	9	490	7	412	12	374	7
MEDICAL WARD CLERK/STATION SECY.	1,093	20	1,323	29	653	33	950	38
ORDER CLERK	L 1,448	H 24	1,224	9	L 939	H 42	993	11

H = Estimate considered to be high. L = Estimate considered to be low.

* = less than one half opening per daily hire.

Table 17 Continued

NEW HIRES
and the
AVERAGE NUMBER OF UNFILLED JOB OPENINGS
PER DAILY HIRE
1979 and 1980

	STATE OF MINNESOTA				MPLS-ST. PAUL METRO AREA			
	DECEMBER 1978 THROUGH NOVEMBER 1979	AVRGE OPNG PER DAILY HIRE	DECEMBER 1979 THROUGH NOVEMBER 1980	AVRGE OPNG PER DAILY HIRE	DECEMBER 1978 THROUGH NOVEMBER 1979	AVRGE OPNG PER DAILY HIRE	DECEMBER 1979 THROUGH NOVEMBER 1980	AVRGE OPNG PER DAILY HIRE
TOTAL SALES OCCUPATIONS	48,406	7	41,097	8	31,414	8	25,489	10
TOTAL IN LISTED OCCUPATIONS	37,553		32,405		23,400		19,087	
INSURANCE SALES	836	49	654	77	578	49	503	74
CLOTHING SALES	6,035	4	5,597	4	3,604	4	3,227	7
AUTO & TRUCK SALES	2,626	5	1,907	2	1,485	2	971	1
AUTO PARTS & ACCESSORIES	1,097	7	655	3	506	2	390	1
HARDWARE SALES	976	3	628	7	537	8	375	6
MUSIC, MUSICAL INSTRUMENTS	1,456	2	1,581	2	863	L 2	905	3
SALESPERSON, GENERAL & SALES CLK.	20,722	5	17,583	5	13,563	6	10,101	6
ROUTE SALES DRIVER	1,940	5	1,177	5	1,387	5	955	4
TELEPHONE SALES	L 543	20	1,535	13	L 372	22	1,143	20
CUSTOMER SERVICE REPRESENTATIVE	1,322	11	1,106	15	505	28	517	10
TOTAL AGR.,FISHERY,FORESTRY	8,426	6	7,373	3	3,645	7	4,321	1
GROUNDS/PARK WORKER	5,729	7	6,015	2	3,215	7	3,780	1
TOTAL SERVICE OCCUPATIONS	196,094	9	174,713	11	123,999	8	108,640	12
TOTAL IN LISTED OCCUPATIONS	179,169		164,344		112,030		101,855	
HOST/HOSTESS	2,339	10	2,576	1	909	4	530	*
WAITER/WAITRESS	61,115	8	62,092	16	38,051	8	41,635	17
KITCHEN HELPER (INCLUDES DISH BUSSER & WASHER)	49,634	8	34,173	7	33,274	4	21,456	9
BARTENDER	2,972	3	1,760	3	2,117	1	822	6
COOK	7,828	14	9,060	5	3,613	12	5,300	3
MEDICAL HOUSEKEEPING AIDE	4,833	18	5,083	17	3,002	25	3,276	20
HOUSEKEEPING AIDE (NON-MEDICAL)	5,436	12	H 6,440	3	2,083	4	H 2,546	1
RECREATION ATTENDANT	1,826	2	1,231	25	935	*	851	30
NURSING ASSISTANT	20,700	16	18,044	14	10,503	21	10,818	17
GUARD	10,973	5	8,961	2	10,009	4	8,013	1
POLICE OFFICER	388	34	397	45	252	42	269	28
LIFEGUARD	796	1	858	2	449	*	373	4
MEDICAL CENTRAL SUPPLY AIDE	458	14	575	10	318	13	370	11
JANITOR	9,871	6	H 13,094	5	6,515	5	5,596	6

H = Estimate considered to be high. L = Estimate considered to be low.

* = less than one half opening per daily hire.

NEW HIRES
and the
AVERAGE NUMBER OF UNFILLED JOB OPENINGS
PER DAILY HIRE
1979 and 1980

	STATE OF MINNESOTA				MPLS-ST. PAUL METRO AREA			
	DECEMBER 1978 THROUGH NOVEMBER 1979	AVRGE OPNG PER DAILY HIRE	DECEMBER 1979 THROUGH NOVEMBER 1980	AVRGE OPNG PER DAILY HIRE	DECEMBER 1978 THROUGH NOVEMBER 1979	AVRGE OPNG PER DAILY HIRE	DECEMBER 1979 THROUGH NOVEMBER 1980	AVRGE OPNG PER DAILY HIRE
TOTAL PROCESSING OCCUPATIONS	40,043	5	29,464	1	14,424	5	9,052	2
TOTAL IN LISTED OCCUPATIONS	28,352		21,864		8,715		4,558	
PLATER HELPER/RACKER	630	7	255	*	528	8	H 265	*
FOUNDRY LABORER	2,942	1	866	2	1,469	*	482	2
POULTRY PROCESSING LABORER	H 3,579	6	2,885	*	0	-	-	-
BAKER HELPER	1,004	3	597	1	410	*	230	2
CANNERY LABORER	10,660	6	11,326	2	1,128	1	767	5
DAIRY HELPER	1,028	5	1,051	3	101	9	98	9
CONFECTIONARY HELPER	474	4	383	1	358	4	60	*
LABORER, SLAUGHTER, & MEATPACKING	1,806	9	687	*	243	2	317	*
PLASTIC MOLDING MACHINE OPR.	H 3,792	5	1,968	1	H 3,489	3	1,917	1
LABORER, PLASTICS & RESINS	1,190	4	1,190	*	678	*	245	*
LABORER, BRICK, CLAY, TILE	1,247	10	656	*	311	*	177	*
TOTAL MACHINE TRADES OCCUP.	45,890	11	23,296	8	27,619	9	15,109	7
TOTAL IN LISTED OCCUPATIONS	25,865		14,390		15,894		8,991	
MACHINIST	1,430	48	1,247	24	1,171	37	983	27
PRODUCTION MACH. OPTR.	4,438	13	1,740	10	2,907	14	1,317	11
MACHINE SHOP INSPECTOR	495	56	181	61	383	67	120	87
MACHINE SHOP HELPER	L 2,191	11	883	2	L 1,672	6	556	*
SHEET METAL MACHINE OPR.	1,299	8	480	6	657	L 2	225	7
AUTO & TRUCK MECHANIC	1,938	17	951	6	953	12	508	6
AUTO MECHANIC HELPER	H 888	2	230	*	297	4	172	*
MILLWRIGHT/MAINT. MECHANIC	972	22	828	12	724	14	580	12
BINDERY HELPER	H 2,465	4	702	4	448	7	371	5
LABORER, PAPER PRODUCTS	H 7,083	4	3,785	*	H 5,700	6	2,720	*
LABORER, PRINTING & PUBL.	842	4	308	4	378	*	195	5
PRINTING PRESS OPERATOR	1,824	24	H 3,055	12	604	9	H 1,244	4
TOTAL BENCHWORK OCCUPATIONS	30,917	13	14,265	11	20,032	14	9,802	14
TOTAL IN LISTED OCCUPATIONS	23,341		10,322		16,007		7,140	
ASSEMBLER (OTHER THAN ELECT., ELECTRONIC, OR MECHANICAL)	4,175	7	1,573	*	3,877	6	1,031	*
ELECTRONICS OR ELECTRICAL EQUIPMENT ASSEMBLER	12,411	19	5,385	18	9,869	20	4,042	23
COIL WINDER	512	3	154	9	216	*	-	-
SPRAY PAINTER	478	25	192	6	238	15	81	15
WOODWORKING SHOP HAND	L 3,174	*	1,109	2	L 438	*	315	3
SEWING MACHINE OPERATOR	L 2,591	13	1,909	5	1,369	6	1,671	2

H = Estimate considered to be high. L = Estimate considered to be low.

* = less than one half opening per daily hire.

Table 17 Continued

NEW HIRES
and the
AVERAGE NUMBER OF UNFILLED JOB OPENINGS
PER DAILY HIRE
1979 and 1980

	STATE OF MINNESOTA				MPLS-ST. PAUL METRO AREA			
	DECEMBER 1978 THROUGH NOVEMBER 1979	AVRGE OPNG PER DAILY HIRE	DECEMBER 1979 THROUGH NOVEMBER 1980	AVRGE OPNG PER DAILY HIRE	DECEMBER 1978 THROUGH NOVEMBER 1979	AVRGE OPNG PER DAILY HIRE	DECEMBER 1979 THROUGH NOVEMBER 1980	AVRGE OPNG PER DAILY HIRE
TOTAL STRUCTURAL WORK OCCUP.	22,904	11	13,349	12	10,773	13	7,222	12
TOTAL IN LISTED OCCUPATIONS	11,135		7,617		4,766		4,047	
SHEETMETAL WORKER	569	5	210	6	255	8	178	6
AUTO BODY REPAIR	L 205	7	147	*	L 36	*	28	*
WELDER	2,659	22	1,315	16	1,311	19	708	13
CONST. & HWY.MAINT.WORKER	2,229	7	1,907	16	156	18	510	10
BUILDING MAINTAINER AND BUILDING MAINTENANCE HELPER	5,473	15	4,038	9	3,008	20	2,623	11
TOTAL MISCELLANEOUS OCCUPATIONS	90,174	10	70,997	11	58,312	11	47,155	12
TOTAL IN LISTED OCCUPATIONS	57,348		41,689		35,386		26,049	
SEMI TRUCK DRIVER	2,600	5	1,911	3	669	4	192	4
TRUCK DRIVER, HEAVY OR LIGHT	4,342	5	2,918	5	2,394	2	1,996	3
BUS DRIVER (INC. SCHOOL)	4,264	25	3,591	17	2,593	30	2,597	19
SERVICE STATION ATTENDANT	6,204	*	8,331	*	4,192	*	5,831	*
PARKING ATTENDANT	931	4	302	8	733	3	197	11
VEHICLE CLEANER	3,026	1	2,558	1	1,073	*	1,668	*
PACKAGER, HAND OR MACHINE	8,323	6	5,983	3	3,635	8	2,964	3
BOTTLING PRODUCTION WORKER	1,065	*	1,221	*	800	*	953	*
LABORER STORES/MATERIAL HANDLER	23,158	6	13,802	5	17,638	6	9,208	7
LUMBER YARD LABORER	1,280	7	334	*	432	*	99	*
MINING LABORER	1,517	7	203	2	0	-	-	-
STATIONARY ENGINEER	638	25	535	17	427	28	344	14

* = less than one half opening per daily hire.

FUTURE DEMAND

Overview

Tables 18 through 20 were excerpted from Minnesota Employment Outlook to 1985. They show that employment in all major occupational categories except farmers and farm workers will grow by 1985. The number of farmers and farm workers is projected to decline between 1978 and 1985, although not at the rate experienced between 1970 and 1978.

By 1985 nearly 50 percent of the workers will be found within one of three categories: Clerical; Professional, Technical, & Kindred; and Services. Clerical jobs are projected to grow fastest, by 27.3 percent, between 1978 and 1985, while the increase in Services jobs should follow closely at 25 percent. Roughly 58 percent of the job openings in the three noted categories will be due to occupational replacement needs, whereas the remainder will result from growth. Both growth and replacement combined are projected to create 874,000 openings between 1978 and 1985. Clericals alone are projected to generate 176,100 of these, half due to each growth and replacement, and Services to generate another 170,800 openings.

Table 18 summarizes the industry projections upon which these occupational projections were based.

Table 19 shows employment projections to 1985 by major occupational group, emphasizing the tremendous decline in the growth rate for Professional, Managerial and Craft Workers. Growth for these occupations from 1978 to 1985 is projected to slow to nearly half of what it was between 1970 and 1978. This could intensify job finding problems for both college and vocational-technical school graduates. Many will likely have to accept jobs at a lower level than their education and training would indicate.

Tables 18, 19, and 20 provide supplementary data to give a better perspective on occupational demand and manpower requirements.

Worker Supply

Overview

It is difficult to evaluate data on worker demand without referencing it against the number of workers looking for work (supply). Unfortunately, information on job seekers is sketchy; they appear among the unemployed, students and graduates,migrants and job changers, to name a few. Often they fit more than one category, and most qualify for work in many different occupations.

Matching workers and employers is a complicated task. Even when worker skills fit employer requirements, the standards of job seekers have to be met: work should provide a fair wage and job satisfaction, be geographically accessible, and allow for career advancement, to name a few requirements. Even when these conditions are satisfied, worker and employer have to find each other and psychologically, the fit requires a myriad of non-economic factors be considered.

During 1981 the State's economy is expected to generate jobs for a larger proportion of its working age population than at any previous time. From 59.1 persons employed for every 100 people aged 16 and over in 1972, the ratio has grown to 65.0 in 1980 and is expected to climb to 65.5 in 1981.

While the employment ratio measures the percent of the working-age population holding at least one job, the unemployment rate measures the percent of the labor force not able to find work. Considering the impact of the unemployment and employment rates together takes some of the edge off of rising unemployment. In other words, the economy is still able to generate quite a few jobs during recession. Moreover, the employment ratio makes no allowance for multiple job holding which now appears to be near record proportions in Minesota and double the National rate. Additionally, fewer families today typically consist of an employed husband, a wife and two children,

Table 18

Minnesota Industry Employment
(Annual Average)

Industry	1970	1978	1985	Percent Change 1970-78	Percent Change 1978-85
Total Employment	1,563,930	1,926,000	2,292,000	23.2	19.0
Agriculture, Forestry, Fisheries	176,330	133,430	122,770	-24.3	-8.0
Mining	14,570	16,850	16,420	15.6	-2.6
Construction	88,670	116,720	127,210	31.6	9.0
General Building Contractors	21,190	30,760	33,950	45.2	10.4
General Contractors (exc. Building)	28,650	34,270	36,760	19.6	7.3
Special Trade Contractors	38,830	51,700	56,500	33.1	9.3
Manufacturing	318,560	366,100	433,410	14.9	18.4
Durable Goods	181,570	220,940	266,180	21.7	20.5
Ordnance	9,370	11,300	14,100	20.6	24.8
Lumber and Wood Products	8,140	12,780	14,710	57.0	15.1
Furniture and Fixtures	3,920	4,420	5,050	12.8	14.3
Stone, Clay, Glass and Concrete Prod.	7,980	10,160	11,610	27.3	14.3
Primary Metal Industries	7,080	7,180	7,550	1.4	5.3
Fabricated Metal Products	20,080	25,650	31,670	27.7	23.5
Machinery (exc. Electrical)	63,580	76,680	93,800	20.6	22.3
Electrical Machinery	28,130	27,720	32,660	-1.5	17.8
Transportation Equipment	9,540	13,000	13,740	36.3	5.7
Prof., Sci. and Controlling Instruments	16,180	23,400	30,230	44.6	29.2
Miscellaneous Manufacturing	7,570	8,640	11,060	14.1	27.9
Non-Durable Goods	136,990	145,160	167,220	6.0	15.2
Food and Kindred Products	54,680	50,340	52,410	-7.9	4.1
Textile Mill Products	2,710	3,270	3,610	20.7	10.6
Apparel, Textile Products	8,470	7,150	7,110	-15.6	-0.5
Paper and Allied Products	30,810	31,970	41,000	3.8	28.3
Printing and Publishing	23,750	31,100	36,440	30.9	17.2
Chemicals and Allied Products	6,560	7,000	8,470	6.7	21.1
Petroleum and Coal Products	2,010	1,690	1,730	-15.9	2.6
Rubber, Miscellaneous Plastic Prod.	6,170	10,700	14,340	73.4	34.0
Leather Products	1,830	1,950	2,100	6.6	8.1
Transportation and Public Utilities	93,370	111,460	129,430	19.4	16.1
Transportation	59,810	71,310	81,300	19.2	14.0
Railroad Transportation	19,560	16,160	15,560	-17.4	-3.7
Local and Interurban Transit	7,180	10,550	12,470	46.9	18.2
Trucking and Warehousing	22,870	30,100	36,280	31.6	20.5
Water Transportation	1,500	1,590	1,980	6.0	24.4
Air Transportation	7,390	10,530	12,190	42.5	15.8
Pipelines	210	210	250	0.0	18.8
Transportation Services	1,100	2,170	2,580	97.3	18.9
Communications	16,210	18,760	22,260	15.7	18.7
Utilities, Sanitary Services	17,350	21,390	25,870	23.3	20.9
Trade	341,820	459,010	576,930	34.3	25.7
Wholesale Trade	83,950	107,890	136,520	28.5	26.5
Retail Trade	257,880	351,120	440,410	36.2	25.4
Building Materials	20,800	27,860	30,340	33.9	8.9
General Merchandise	54,590	61,880	79,310	13.4	28.2
Food and Dairy Stores	36,080	44,950	55,950	24.6	24.5
Auto Dealers, Gas Stations	37,780	43,700	53,860	15.7	23.2
Apparel and Accessories	12,640	17,120	21,090	35.4	23.2
Furniture and Appliances	9,840	14,270	18,300	45.0	28.3
Eating and Drinking Places	57,810	100,890	132,490	74.5	31.3
Miscellaneous Retail Stores	28,330	40,460	49,080	42.8	21.3
Finance, Insurance and Real Estate	66,890	90,740	117,330	35.7	29.3
Finance	28,320	37,980	52,700	34.1	38.8
Insurance	26,200	33,900	41,280	29.4	21.8
Real Estate	12,370	18,870	23,350	52.5	23.8
Services	407,200	550,490	674,460	35.2	22.5
Hotels and Lodging Places	18,750	27,700	34,930	47.7	26.1
Personal Services	23,740	25,010	26,080	5.3	12.3
Miscellaneous Business Services	24,750	40,570	59,600	63.9	46.9
Auto Repair Services and Garages	9,630	14,990	21,000	55.7	40.1
Miscellaneous Repair Services	5,790	8,730	11,020	50.8	26.2
Motion Pictures, Theaters	3,520	4,600	5,600	30.7	21.6
Amusement and Recreation Services	7,910	12,990	16,820	64.2	29.5
Medical and Other Health Services	102,790	156,520	205,770	52.3	31.5
Legal Services	6,100	9,860	12,980	61.6	31.6
Educational Services	136,200	146,270	169,680	7.4	3.0
Museums, Art Galleries and Zoos	240	1,800	2,520	650.0	39.9
Nonprofit Organizations	30,800	62,500	77,600	102.9	24.2
Private Households	24,120	17,660	17,020	-26.8	-3.6
Other Professional Services	12,870	21,290	30,840	65.4	44.8
Public Administration	56,530	81,200	94,040	43.6	15.8
Federal Government	26,240	26,030	27,310	-0.8	4.9
State Government	10,200	14,440	16,910	41.6	17.1
Local Government	20,085	40,730	49,820	102.8	22.3

and more families consist of a childless couple, both of whom are in the labor force. Hence, historical comparisons of unemployment rates are not likely to reflect relative economic hardship.

On the other hand, a record high employment ratio is not necessarily indicative of prosperous times. Apart from the sociological trends that draw individuals into the labor force, rising prices also force people to seek employment who would otherwise stay at home. In short, worker supply is conditioned by many factors that make prediction exceedingly difficult, if not impossible.

Table 19

Total Employment
Annual Average Estimated Employment by Occupation
1970, 1978, and 1985

Occupation	Employment			% Change	
	1970	1978	1985	70-78	78-85
TOTAL	1,563,900	1,926,000	2,292,000	23.2	19.0
Professional, Technical & Kindred	226,850	290,890	332,890	28.2	14.4
Managers, Officials, Proprietors	148,130	216,060	265,660	45.9	23.0
Sales Workers	95,140	118,100	147,140	24.1	24.6
Clerical Workers	245,120	319,020	406,210	30.1	27.3
Craft & Kindred Workers	186,000	237,040	275,020	27.4	16.0
Operatives	220,200	257,400	306,070	15.8	18.9
Service Workers	204,380	282,910	353,720	38.4	25.0
Laborers, Exc Farm	69,990	80,740	92,020	15.4	14.0
Farmers & Farm Workers	168,130	123,860	113,270	-26.3	-8.5

Table 20

Projected Job Openings 1978 to 1985

Occupation	Projected Job Openings			
	Annual Average	Total	Growth	Replacement
TOTAL	124,920	874,410	365,950	508,470
Professional, Technical & Kindred	14,470	101,260	41,960	59,300
Managers, Officials, Proprietors	15,900	111,330	49,660	61,670
Sales Workers	9,470	66,260	29,050	37,210
Clerical Workers	25,160	176,080	87,210	88,870
Craft & Kindred Workers	12,370	86,550	37,950	48,600
Operatives	14,490	101,460	48,640	52,820
Services Workers	24,400	170,830	70,800	100,020
Laborers, Exc Farm	3,930	27,530	11,280	16,250
Farmers & Farm Workers	4,730	33,130	-10,580	43,710

Table 21

Selected Fast Growing Occupations

Occupational Title	EMPLOYMENT		Percent Change	Annual Average Job Openings
	1978	1985	1978-1985	1978-1985
Misc Clerical Workers, nec	30,350	51,140	68.5	4,500
Lodging Quarters Cleaners	4,070	6,850	68.1	720
Farm Managers	1,170	1,890	61.8	170
Medical Secretaries	2,090	3,380	61.6	290
Legal Secretaries	2,760	4,240	53.5	360
Child Care Workers, Exc Private	9,360	14,330	53.0	1,350
Flight Attendants	2,030	3,050	52.2	260
Billing Clerks	3,270	4,820	47.4	370
Air Cond, Heating, Refrig Mech	2,610	3,790	45.1	280
Health Aides, Exc Nursing	4,670	6,740	44.4	530
Buyers, Wholesale, Retail	3,320	4,760	43.6	350
Bank, Financial Managers	11,610	16,540	42.5	1,220
Laundry, Dry Cleaning Oprs, nec	4,480	6,370	42.3	590
Radio, TV Repairers	2,230	3,170	42.3	190
Buyers, Shippers, Farm Products	1,420	2,000	41.0	170
Opticians, Lens Grinders, Polishers	1,940	2,680	38.6	160

Table 22

Selected High Demand Occupations

Occupational Title	JOB OPENINGS—ANNUAL AVERAGE		
	Total	Growth	Replacement
Other Managers & Administrators	8,990	3,740	5,250
Sales & Sales Workers, nec	7,120	3,230	3,890
Secretaries, Other	5,570	2,870	2,700
Misc Clerical Workers, nec	4,490	2,970	1,520
Farmers (Owners & Tenants)	3,180	-1,240	4,420
Waiters & Waitresses	3,130	1,540	1,590
Janitors & Sextons	2,880	630	2,250
Nurses Aides, Orderlies	2,800	1,350	1,450
Cooks, Exc Private	2,750	1,250	1,500
Bookkeepers	2,560	910	1,650
Assemblers	2,400	1,410	990
Cashiers	2,300	1,250	1,050
Bldg Interior Cleaners	1,860	610	1,250
Accountants	1,510	700	810
Truck Drivers	1,480	770	710
Registered Nurses	1,370	560	810
Child Care Workers, Exc Private	1,350	710	640
Misc Machine Operators	1,310	620	690
Carpenters	1,300	340	960
Elementary School Teachers	1,300	210	1,090
Farm Laborers, Unpaid Family	1,220	260	960
Bank, Financial Managers	1,220	710	510
Typists	1,200	470	730
Food Workers, nec	1,200	560	640
Auto Mechanics	1,180	670	510
Receptionists	1,110	480	630
Stock Handlers	1,020	670	350

The Unemployed

To some extent the unemployment rate is an outmoded measure of economic distress. Before welfare, food stamps, and unemployment compensation, when families as a rule had one wage earner, almost any job was better than no job. With today's income maintenance cushions, unemployed workers do not just take the first job that comes along. Longer periods of job hunting raise the unemployment rate. With the husband and wife working in 42 percent of the country's households, if one loses a job the impact on the family is not as severe. Additionally, many of those classified among the unemployed are not heads of household and do not suffer as badly when out of work: e.g., full-time students who want part-time jobs (on the increase), anyone hired who has not actually started work, and workers temporarily laid off who soon may be hired.

On average about 50 percent of the unemployed nonagricultural workers collect U.I. benefits at any given time. This includes approximately 95 percent of the wage and salary workers, but excludes job seekers lacking wage credits such as those looking for their first job (new entrants) and those reentering the labor force after a long absence (reentrants).

Tables 23 and 24 show that although the proportion of U.I. claimants are increasingly female and white collar, during the 1980 recession, blue collar workers (primarily males) were most likely to get laid off. This bulge of males and blue collar workers is expected to disappear when the economy returns more to "normal" conditions.

The Supply Side as seen Through the Job Service

Looking at J.S. activity and particularly the penetration rate, i.e., that share of the total new hires accounted for by J.S. placements, it appears the J.S. accounts for about 15 percent of all new hires in the occupational groups referenced in Table 27. Employers hire from many sources including direct application, recommendations by employees, professional associations, union hiring halls, Civil Service lists, want ads, and the like. Some firms only solicit the help of employment agencies when these methods fail. As a consequence of this filtering process, the mix of occupations that do fall into the J.S. domain, on both the applicant and employer side, differ from the total universe.

To a degree, the type of job opportunities generally considered by the public to be available at the J.S. influences the type of applicant who registers with the Agency. Obviously, surgeons or teachers are not recruited and placed through the J.S. To a lesser degree, proportionately few professional or managerial opportunities are listed because employers have been reluctant to rely upon the J.S. for workers in these occupational categories, although in recent years it appears that the J.S. has modestly increased its pentration into this market.

Table 27 compares J.S. applicants and placements with total new hires from December 1979 through November 1980. The source of total new hires is the survey discussed on page 18 which queries all industries except Agriculture, Railroads, and Construction. Therefore, when looking at the percent of those hired who were placed by the Job Service, especially occupations commonly working in the industries not surveyed, one must recognize that placement rates will be inflated. Nevertheless, Table 27 provides data against which one can judge the J.S.'s role in placing workers across various occupational categories, as well as to judge the relative ease or difficulty that those using the J.S. encountered when seeking work.

Qualifications aside, Table 27 shows that the bulk of the hires through the J.S. were clerical, service, and miscellaneous workers. (Miscellaneous workers include drivers, packagers, material handlers, some printing and graphic arts occupations, mining laborers, and utility workers). One has only to glance at Table 16 on page 20 to see which occupations head the list among all hires.

Table 23

Distribution of Insured Unemployment
By Occupational Class 1967-1980

	Blue Collar		White Collar		Service	
Year	Number	Percent of Total	Number	Percent of Total	Number	Percent of Total
1967	10,480	80.0	1,735	13.2	880	6.7
1968	11,650	80.8	1,857	12.9	917	6.4
1969	10,297	78.4	1,885	14.4	900	6.9
1970	19,987	79.3	3,882	15.4	1,348	5.3
1971	24,819	74.8	6,047	18.2	2,311	7.0
1972	23,193	72.4	6,350	19.8	2,498	7.8
1973	21,179	70.7	6,260	20.9	2,532	8.4
1974	26,879	71.6	7,834	20.9	2,830	7.5
1975	42,383	70.6	13,042	21.7	4,590	7.6
1976	31,090	62.0	13,988	27.9	5,087	10.1
1977	27,131	64.4	11,074	26.3	3,905	9.3
1978	20,368	66.2	7,472	24.3	2,910	9.5
1979	22,344	71.0	7,054	22.4	2,073	6.6
1980	38,877	75.9	9,680	18.9	2,672	5.2

Table 24

Average Weekly Insured
Unemployment, Minnesota 1977-80

	1967- 1979				
YEAR	TOTAL	MALE	%	FEMALE	%
1967	15,095	10,989	72.8	4,106	27.3
1968	14,424	10,021	69.5	4,402	30.5
1969	12,883	8,911	69.2	3,972	30.8
1970	25,217	16,532	65.6	8,685	34.4
1971	33,131	22,518	68.0	10,614	32.0
1972	32,041	22,488	70.2	9,553	29.8
1973	29,975	20,249	67.6	9,725	32.4
1974	37,543	25,525	68.0	12,017	32.0
1975	60,015	39,781	66.2	20,233	33.7
1976	50,165	32,483	64.8	17,682	35.2
1977	42,110	27,555	65.4	14,555	34.6
1978	30,750	20,697	67.3	10,054	32.7
1979	31,471	22,225	70.6	9,246	29.4
1980	51,229	37,579	73.4	13,650	33.0

*Source: State Unemployment Insurance Program

There is considerably more turnover among entry level or unskilled occupations than in the better jobs. Moreover, the more prestigious jobs are often filled through promotion rather than recruited from the outside. The most numerous jobs seekers using the J.S. are (excepting the Miscellaneous category) the clerical and service workers.

The left-hand side of Table 27 shows the J.S.'s penetration rate with respect to all hires, while the right-hand side compares J.S. applicants and placement among various occupations. In judging the percentage of applicants placed who sought work through the J.S. (right side), it should be understood that although there were nearly three applicants for every opening filled, the actual percentage of individuals placed may be less because an applicant can be placed more than once. Looking on the left side of Table 27 it appears that the J.S. penetration effort looks best for structural occupations, but again the rate is enhanced considerably because the construction industry is not included in the new hire survey.

Those seeking sales work through the J.S. did not appear to fare nearly as well. Their placement rate was affected, no doubt, by the tendency of retailers to rely upon direct application for sales people and, perhaps, the tendency of employers to draw upon their part-time or temporary help for sales and holidays.

The occupational family with the least chance of placement by the J.S. is the Professional, Technical, and Managerial group. About 3,030 openings were filled from a pool of 31,338 applicants. Several factors inhibit the placement of this group. One is that the J.S. tends to get the hardest to fill openings in any occupation. Another is that some of the high-level openings are placed with the J.S. because the employer has a government contract of $10,000 or more and must, therefore, list all openings (salaried under $25,000 a year) with the J.S. There is nothing to say that in the latter case employers must accept J.S. referrals, however, and one suspects that some employers have no real intention of filling these jobs through the J.S. In any event most placements occur through sources other than the J.S.

Table 28 shows that an employer's chance of having an opening filled through the Job Service have improved during each of the four periods from Fall and Winter 1977-78, to Fall and Winter 1980-81. With roughly 10 percent more applicants and about 30 percent fewer openings than during the same period last year. About 69 percent of the J.S. openings were filled during Fall-Winter 1980-81, compared with roughly 67 percent during 1979-80, and 64 percent during 1978-79. Successful recruiting through the J.S. was most improved this last winter for clerical, farm, forestry & fisheries, and processing occupations.

As of February 28, 1981 there were 69,249 job applicants in the Job Service active file (Table 26). Of these, 46.8 percent were women, 21.3 percent were under 22 years of age, 11.4 percent were older workers, 14.2 percent were veterans, 11 percent were minority members, and 46 percent were economically disadvantaged.

Although the number of applicants available was somewhat greater than that of a year earlier (62,910 as of February 29, 1980), the distribubion of occupations was practically unchanged. Nine and one half percent of the applicants sought professional, managerial, or technical jobs, about the same as last year. Although the J.S. receives relatively fewer applicants for jobs in this category, among the applicants who do register, minorities were fairly well represented in these occupations. Table 26 shows the occupational classification of applicants registered with the Job Service as of February 28, 1981.

Nearly one in six applicants sought a service occupation. Most of these were women, economically disadvantaged, or under 22 years of age. One out of five applicants sought a clerical or sales occupation (78 percent sought clerical and 22 percent sales) and 80 percent of

these were women. In fact, nearly 35 percent of all women applicants using the J.S. were seeking a clerical or sales job. Veterans most often sought structural work (21 percent), and young workers gravitated toward clerical and sales (19 percent) and service (22 percent) jobs. Older workers and the economically disadvantaged were also looking primarily for these kinds of jobs.

Both total placements and individuals placed are included in Table 29 to help readers see which occupational groups have the greatest turnover. When total placements are much more numerous than individuals placed, as they were for domestics and the packaging and material handling category, (which includes a lot of casual laborers) it is obvious that the same individuals are accepting more than one short term job. For other occupations such as professionals, technicals, managerials, and sales workers, there is little difference between total placements and individuals placed. During the five months covered by the data there were few placed more than once.

Table 30 provides a summary of supply-demand conditions which existed for specific occupation in Minnesota during 1980. It includes occupations for which employers frequently listed openings, occupations for which they found a shortage of qualified applicants, and occupations for which the supply of applicants far exceeded the demand.

Table 25

Characteristics of Employment Service Job Applicants Available February 28, 1981

Characteristic	Total Active File		Number of Applicants By Category and a Percent Distribution of their Characteristics										Percent Distribution of Each Characteristic				
			Minority		Econ. Dis.		Non Econ. Dis.		Veteran		Female		Minor.	Ec.Dis.	Non Ec.Dis.	Vet.	Female
	#	%	#	%	#	%	#	%	#	%	#	%					
Total	69,249	100.0	7,600	100.0	31,878	100.0	37,371	100.0	9,809	100.0	32,446	100.0	11.0	46.0	54.0	14.2	46.9
Ages 16-17	1,515	2.2	144	1.9	584	1.8	931	2.5	5	.05	623	1.9	9.5	38.5	61.4	.3	41.1
18-19	5,856	8.4	477	6.3	1,731	5.4	4,125	11.0	83	.8	2,483	7.7	8.1	29.6	70.4	1.4	42.4
20-21	7,379	10.7	569	7.5	2,274	7.1	5,105	13.7	365	3.7	2,842	8.8	7.7	30.8	69.2	4.9	38.5
22-24	10,470	15.1	951	12.5	3,888	12.1	6,582	17.6	1,283	13.1	3,877	11.9	9.1	37.1	62.9	12.2	37.0
25-29	14,021	20.2	1,603	21.1	6,820	21.4	7,201	19.3	2,089	21.3	6,150	18.9	11.4	48.6	51.3	14.9	43.9
30-34	10,617	15.3	1,334	17.6	6,144	19.3	4,473	12.0	2,087	21.3	5,524	17.0	12.6	57.9	42.1	19.7	52.0
35-39	6,948	10.0	917	12.1	4,277	13.4	2,671	7.1	1,132	11.5	4,092	12.6	13.2	61.6	38.4	16.3	58.9
40-44	4,461	6.4	627	8.3	2,607	8.2	1,854	5.0	793	8.1	2,569	7.9	14.1	58.4	41.6	17.8	57.6
45-54	5,151	7.4	726	9.6	2,592	8.1	2,559	6.8	1,230	12.5	2,901	8.9	14.1	50.3	49.7	23.9	56.3
55-64	2,345	3.4	218	2.9	853	2.7	1,492	4.0	675	6.9	1,187	3.7	9.3	36.4	63.6	28.8	50.6
65+	236	0.3	15	.20	56	.20	180	.5	47	.5	97	.3	6.4	23.7	76.3	19.9	41.1
Male	36,803	53.1	3,867	50.9	12,982	40.7	23,821	63.7	9,473	96.6	-	0	10.5	35.3	64.7	25.7	-
Female	32,446	46.8	3,733	49.1	18,896	59.3	13,550	36.3	336	3.4	32,446	100.0	11.5	58.2	41.8	1.0	100.0
School: 0- 7	1,588	2.3	984	12.9	1,232	3.9	356	1.0	79	.8	665	2.0	62.0	77.6	22.4	5.0	41.9
8-11	17,893	25.8	2,614	34.4	10,563	33.1	7,330	19.6	1,903	19.4	8,081	24.9	14.6	59.0	41.0	10.6	45.2
12	33,910	49.0	2,766	36.4	15,412	48.3	18,498	49.5	5,181	52.8	16,808	51.8	8.2	45.4	54.5	15.3	49.6
12+	15,858	22.9	1,236	16.7	4,671	14.7	11,187	29.9	2,646	27.9	6,892	21.2	7.8	29.4	70.5	16.7	43.5
White	61,009	88.1	-	-	25,457	79.9	35,552	95.1	8,965	91.4	28,439	87.6	0	41.7	58.3	14.7	46.6
Black	3,375	4.9	3,375	44.4	2,632	8.3	743	2.0	373	3.8	1,891	5.8	100.0	78.0	22.0	11.0	56.0
Hispanic	1,001	1.4	1,001	13.2	683	2.1	318	.9	94	1.0	367	1.1	100.0	68.2	31.8	9.4	36.7
Indian	1,915	2.8	1,915	25.2	1,599	5.0	316	.8	301	3.1	949	2.9	100.0	83.5	16.5	15.7	49.6
U.I. Claim	13,998	20.2	819	10.8	3,607	11.3	10,391	27.8	3,006	30.6	4,965	15.3	5.8	25.8	74.2	21.5	35.5
Veteran	9,809	14.2	785	10.3	3,732	11.7	6,077	16.3	9,809	100.0	336	1.0	8.0	38.0	62.0	100.0	3.4
Econ. Dis.	31,878	46.0	6,005	79.0	31,878	-	-	-	3,732	38.0	18,896	58.2	18.8	100.0	-	11.7	59.3
CETA	764	1.1	73	1.0	678	2.1	86	.2	84	.9	483	1.5	9.6	88.7	11.3	11.0	63.2

Table 26

MINNESOTA APPLICANTS BY OCCUPATION

OCCUPATION SOUGHT	Active File as of February 29, 1981 1/ Age Group						
	Total	Female	Veteran	Under 22	45 & Older	Minority	Econ. Disadv.
Experienced Applicants	68,020	31,791	9,770	14,317	7,616	7,517	31,497
Professional, Technical and Managerial	6,437	2,969	1,191	306	779	570	2,053
Professional, Technical	4,120	2,067	728	172	489	369	1,362
Managers and Officials and Misc.	2,317	902	463	134	290	201	691
Clerical and Sales	13,874	11,031	974	2,780	1,541	1,171	6,148
Clerical	10,836	9,437	542	2,107	1,133	1,052	5,101
Sales	3,038	1,594	432	673	408	119	1,047
Service	12,126	8,329	838	3,128	1,760	1,737	7,451
Domestic Service	1,232	1,069	14	325	326	191	726
Other Than Domestic Service	10,894	7,260	824	2,803	1,434	1,546	6,725
Farming, Fishery, Forestry	1,474	256	202	521	173	170	632
Processing	1,293	456	219	233	180	155	615
Machine Trades	3,912	562	1,127	586	362	373	1,532
Bench Work	4,545	2,869	380	812	520	638	2,285
Structural Work	8,145	322	2,091	1,511	712	568	3,003
Miscellaneous	10,782	1,532	2,389	2,962	986	1,203	4,394
Inexperienced Applicants	4,271	2,490	289	1,407	407	761	2,340
Professional, Technical, & Managerial	697	431	41	66	41	106	376
Clerical and Sales	1,151	955	45	380	97	166	629
Service	835	593	37	306	146	246	594
Farming, Fishery, Forestry	80	25	2	64	0	12	33
Processing	35	10	6	9	2	6	13
Machine Trades	155	14	31	59	1	25	63
Bench Work	515	297	37	161	61	70	261
Structural Work	227	25	41	91	15	36	94
Miscellaneous	576	140	49	271	44	94	277

1/ Totals do not agree with those in Table because some of the applicants have not been assigned D.O.T. codes.

Table 27

Job Service Applicants, Placements and New Hires

Dec. 1979 through Nov. 30, 1980

Occupational Group	Percent of those hired who were placed by the Job Service			Relative placement of Job Service Apps. in major job categories		
	All New Hires	J.S. Placements	Placements As a % of Hires	J.S. Applicants Available	J.S. Placements	Placements As a % of Applicants
TOTAL	589507	88603	15.0	281190	88603	31.5
Prof., Tech., Mgr.	81302	3030	3.7	31338	3030	9.7
Clerical & Sales	174748	19490	11.1	65681	19490	29.7
Clerical	133651	16423	12.3	51329	16423	32.0
Sales	41097	3067	7.5	14352	3067	21.4
Service	174713	13891	7.9	39613	13891	35.1
Processing	29464	4013	13.6	5919	4013	67.8
Machine Trades	23296	3614	15.5	15422	3614	23.4
Benchwork	14265	4680	32.8	19654	4680	23.8
Structural*	13349	7391	55.4	34042	7391	21.7
Miscellaneous	70997	26776	37.7	48254	26776	55.5

*The New Hire Program does not survey the construction or railroad industries. This causes understated estimates of hires for all occupations,especially the structural ones. Because the Job Service places applicants across all industries, including construction, there is an upward bias in the Job Service placement ratio for structural occupations.

Table 28

Comparison of Openings Received by the Job Service
Fall and Winter 1977-78 to 1980-81

Occupation	October 1977 through February 1978			October 1978 through February 1979			October 1979 through February 1980			October 1980 through February 1981		
	Received	Filled	% Filled	Received	Filled	% Filled	Received	Filled	% Filled	Received	Filled	% Filled
Total All Occupations	62,968	35,525	56.4	64,961	41,478	63.9	54,841	36,717	67.0	38,638	26,756	69.2
Prof.,Tech., Mgr.	7,018	2,404	34.3	4,547	1,558	34.3	3,551	1,158	32.6	3,033	941	31.0
Prof. & Tech	5,300	1,628	30.7	3,336	969	29.0	2,461	824	33.5	INA	INA	INA
Mgr.	780	269	34.5	683	254	37.2	763	209	27.4	INA	INA	INA
Misc.	938	507	54.1	528	335	63.4	327	125	38.2	INA	INA	INA
Clerical & Sales	16,124	6,882	42.7	15,342	7,640	49.8	15,183	7,292	48.0	10,975	6,124	55.8
Clerical	13,072	5,704	43.6	12,657	6,300	49.8	12,822	6,062	47.3	8,850	5,015	56.7
Sales	3,052	1,178	38.6	2,685	1,340	49.9	2,361	1,230	52.1	2,125	1,109	52.2
Services	11,113	6,087	54.8	11,370	6,874	60.5	8,832	5,599	63.4	6,941	4,765	68.7
Domestic	1,693	1,350	79.7	1,325	1,430	88.0	1,091	910	83.4	1,072	925	86.3
Other	9,420	4,737	50.3	9,745	5,444	55.9	7,741	4,689	60.6	5,869	3,840	65.4
Farm, Forest, Fish	1,582	1,060	67.0	1,194	984	82.4	779	639	82.0	566	521	92.0
Processing	2,014	1,400	69.5	2,649	2,302	86.9	2,511	2,070	82.4	1,617	1,509	93.3
Machine Trades	3,469	1,904	54.9	3,855	2,413	62.6	3,037	2,171	71.5	1,481	941	63.5
Bench Work	3,449	2,536	73.5	5,736	3,757	65.5	4,026	3,229	80.2	1,680	1,194	71.1
Structural	6,005	3,937	65.6	5,324	3,876	72.8	4,085	3,334	81.6	2,312	1,737	75.1
Misc.	11,578	9,245	79.8	14,814	11,978	80.9	12,763	11,194	87.7	10,010	9,006	90.0

Table 29

Job Service Applicants, Openings and Placements
October 1, 1980 through February 28, 1981

Occupation	Total Apps. Available	Openings Received	Placements exc. Misc.	Total Individuals Placed	% of Apps Placed	Ratio of Apps. to Openings
Total	170,741	38,638	27,855	20,976	12.3	4.4:1
Prof.,Tech.,Mgr.	17,789	3,033	947	923	5.2	5.9:1
Prof.,Tech.	11,531	2,237	-	-	-	5.2:1
Managerial	6,258	796	-	-	-	7.9:1
Miscellaneous	-	-	-	-	-	-
Clerical and Sales	36,127	10,975	6,150	5,824	16.1	3.0:1
Clerical	27,922	8,850	5,036	4,726	16.9	3.2:1
Sales	8,205	2,125	1,114	1,098	13.4	3.9:1
Services	27,002	6,941	4,777	4,233	15.7	3.9:1
Domestic	2,780	1,072	929	534	19.2	2.6:1
Other	24,222	5,869	3,848	3,699	15.3	4.1:1
Farm,Fish,For.	5,297	566	1,356	1,297	24.5	9.3:1
Processing	3,365	1,617	1,531	1,487	44.2	2.1:1
Machine Trades	9,694	1,481	953	933	9.6	6.5:1
Bench Work	10,910	1,680	1,201	1,175	10.8	6.5:1
Structural Work	20,277	2,312	1,781	1,641	8.1	8.8:1
Miscellaneous	27,093	10,010	9,159	4,846	17.9	2.7:1
Motor Transportation	7,354	1,269	1,064	1,001	13.6	5.8:1
Packaging & Mat.Hand.	18,090	8,431	7,871	3,628	20.0	2.1:1
Other	1,649	310	224	217	13.1	5.3:1

Table 30

Supply And Demand For Specific Occupations
In Minnescta During 1980

FREQUENTLY LISTED OPENINGS (a minimum of 2 percent of the State's total number of permanent, full-time openings were available during any quarter of 1980.)

Clerk Typist	Park and Grounds Keepers
Secretaries	Cannery Workers
Waiters/Waitresses	Teaching Assistants
Grain Farm-workers	Kitchen Helpers
Janitors	General Clerks

SHORTAGE OCCUPATIONS (Difficult to fill or go unfilled due to lack of qualified applicants.)

Engineers - Mechanical
Electrical
Rigistered Nurses
Secretaries
Waiters/Waitresses
Computer Programmers & Analysts
Experienced Clerical worker

SUPLUS OCCUPATIONS (Those which the number of qualified applicants greatly exceeds the number of openings.)

Inexp. Clerical workers	Assemblers
Construction workers	Auto Mechanic
General Laborers	Service Station Attendant
Truck Drivers	Janitors
Sales Workers	

IV. Employment Problems Of Slected Groups

Minorities

POPULATION ESTIMATES

SOUTHEAST ASIANS

SPANISH HERITAGE

BLACKS

INDIANS

Older Workers

THE ROLE OF THE JOB SERVICE

Youth

YOUTH AND JOBS

LEGISLATION AFFECTING YOUTH

EDUCATION, TRAINING, AND SKILLS

THE ROLE OF THE JOB SERVICE

Veterans

THE ROLE OF THE JOB SERVICE

EDUCATION

Women

INCOME

UNEMPLOYMENT AND JOBS

Economically Disadvantaged

OVERVIEW

While most job seekers share common difficulties obtaining suitable employment, certain groups have faced special problems.

The following discussion attempts to identify some of the unique characteristics and problems of six categories of job seekers: Minorities, Older Workers, Veterans, Females, and the Economically Disadvantaged.

Often, in recent years, legislation and other special programs designed to obtain suitable job opportunities for these groups have created expectations that could not be fulfilled. Unrealized expectations have often been the source of disillusionment and antagonism. During the next few years, with few new legislative or program initatives in sight, and budget cuts in current programs expected or already a reality, the major task will be to assure that any cuts in services do not fall disproportionally on these

groups, especially their truly disadvantaged members.

On the other hand, if the economy improves over the next couple years, and inflation is significantly reduced, the resulting economic progress for these groups will help ameliorate the problems of employment.

Minorities

Population Estimates

Table 3 from page 5 is reproduced below for the reader's convenience. Again, readers are reminded that the Census not only has difficulty counting minorities, it also combines people in ways that makes it nearly if not totally impossible to determine the population of specific groups. For example, Mexicans who on the 1980 Census questionnaire did not classify themselves as a particular race, were included in the Other category. Similarly, Hmongs would generally be classified in the Other - not the Asian and Pacific Islander category.

The estimates on the left side of Table 3 are drawn from a number of sources 1/ and represent a significant upward adjustment from figures included in past publications. One of the reasons for the upward revision in minority population estimates is the 1970 Census undercount. Previous estimates were made by merely updating the Census counts. The 1980 Census counts are expected to be more accurate but will suffer from the following problems:

1. Certain minorities tend to be undercounted because of unwillingness to respond to usual survey methods.

2. Unusual geographic mobility may lead to either over or under counting.

3. It is often difficult to identify or even define who is a member of a minority. Should qualification be limited to those people above a fixed percentage of blood line, or based upon a common trait such as language (example, Spanish speaking or Spanish ancestry).

Three of the minority groups in Minnesota are now approximately the same size, Blacks, Indians and those of Spanish Heritage. The fastest growing group in the last couple of years has been the Southeast Asian as refugees arrived (and continue to arrive) in unprecedented numbers.

Table 3 (From page 5)
Population Estimates and Counts - Minnesota's Minorities

Pub. Estimates (July 1, 1981)		Census (April 1, 1980)	
Minority	190,000		
Nonwhite	135,000		
Black	55,000	Black	53,342
American Indian	50,000	Indian, Eskimo & Aleut	35,026
Southeast Asian	20,000	Asian & Pacific Islander	26,533
Other	15,000	Other (Cambodian, Indochinese, Pakistani, Indonesion Fiji Islander, etc.)	25,299
Spanish Heritage	55,000	Spanish Heritage	32,124

1/ Primary sources were:
Minorities in Minnesota - Commissioned by Minnesota Department of Education, Division of Vocational Education/Special Needs Unit - 1976.
Minnesota Office of Refugee Resettlement.

Minorities in Minnesota, estimated to number 190,000 in 1981, account for 4.6 percent of the State's total popuplation. The highest numerical concentration of minorities is in Hennepin and Ramsey Counties, particularly in the central cities of Minneapolis and St. Paul. In addition, six counties, Becker, Beltrami, Cook, Mille Lacs, Itasca and Pine Counties have a high percentage of Indians compared with the rest of the State.

Southeast Asians

With the escalation of the conflict in Southeast Asia in the early 1970s, there began a steady flow of refugees to the United States from Vietnam, Laos, and Cambodia. During the early stages of this migration, the refugee population consisted of well educated professional people who were relatively proficient in English, possessing business and other skills which would benefit them in their newly adopted home.

This "Core Group" of refugees would later become the magnet for a much larger migration of their countrymen as the Communist regimes in their native lands applied pressure on them to leave. A relatively well developed core group which established itself in Minnesota by the late 1970's attracted many more Indo-Chinese to this area as family ties and job possibilities made Minnesota an attractive place to settle. By 1981, unofficial estimates placed the Indo-Chinese refugee population in Minnesota at over 18,000.

As of November 30th 1980, the State Office of Refugee Resettlement had calculated the following Indo-Chinese population to be residing in Minnesota:

Hmong	8433
Vietnamese	6003
Laotion	2003
Cambodian	1740
Unidentified	139
Total	18318

Of this total, the following geographic distribution is noted:

E-Metro (East of Mississippi)	8000
W-Metro (West of Mississippi)	7318
Within seven Co. Metro Area	15318
Outstate	3000
State Total	18318

This influx of refugees has taken everybody by surprise. As a result, few programs are designed to meet this problem head on. Those that do are usually seriously understaffed or otherwise unable to meet the needs of the refugee population. Ramsey County Welfare, for example, has only three counselors to serve over 1,000 families.

Mike Banks, an Employment Guidance Counselor with Ramsey County Human Services (formerly Welfare Department) testified before the Region V Refugee Resettlement Board on December 15, 1980, outlining the problems faced in moving the refugee population to economic self-sufficiency.

"...Our greatest problems lie in the nature of our refugee population, a majority of which are Hmong. We have approximately 6000 Hmong in Ramsey County "1/

Almost all the Hmong over age 40 are uneducated and illiterate. About 30 percent to 40 percent of the men and 80 percent of the women under age 40 are also uneducated and illiterate. . .Illiteracy, lack of education and the great difference between Hmong and English make it difficult for many refugees to learn English. Many refugees cannot handle even simple directions or answer basic questions in English after 500 hours of English Second language (ESL). Most Hmong household heads were either

1/ As of December 15, 1980.

soldiers or Slash and Burn farmers in Laos.[2]
These skills just do not transfer to the technological American Economy of the 1980s. The cultural and economic differences are so great, in fact, that many refugees do not understand how they fit into the American world of work.

While the situation among the Hmong seems to be particularly acute, similar problems face most Asian refugees regardless of ethnic background. In order to effectively deal with this growing problem, decisive action needs to be taken on all levels of government. A particular need has been expressed for a nationally coordinated program to deal directly with the problems of this unique population.

Because of the growing size of this group, this recently arrived group and the relatively unique adjustment problems the Hmong face, a special report will be released in the Fall of 1981.

Spanish Heritage

The "Hispanic" population of America is a diverse group of ethnically distinct peoples, each with it own values, customs, and identity. With the exception of certain Central and South American countries which speak either Portuguese or English, this group is Spanish speaking.

Of the Nation's 12,079,000 Hispanic Americans in 1979, 60.6 percent were of Mexican origin, 14 percent were Puerto Rican, 6.6 percent were Cuban, 7.0 percent were Central or South American, and 11.4 percent were listed as "Other Spanish".[1]

In 1980, this group had an unemployment rate of 10.1 percent, contrasted with a 6.3 percent rate for whites and a 14 percent rate for blacks. Hispanic workers accounted for the following percentages of total employment within the following occupations:

1) farm laborers and supervisors - 14.4%
2) operatives - non durables mfg.- 10.0%
3) construction laborers - 9.9%

For all practical purposes, Minnesota's Hispanic population is of Spanish Heritage/Spanish Speaking, and will be referred to as such throughout this section.

Minnesota's Spanish Heritage population is estimated to be 55,000 in 1981. Of this total, 90 percent are of Mexican origin, 5.4 percent are of Puerto Rican origin, and 4.5 percent are of Cuban, Haitian, and other Spanish background.

Minnesota's large Mexican population is mostly a result of the relocation of migrant workers who chose to settle here permanently. The Cuban/Haitian population is a result of refugee resettlement program.

The largest portions of Spanish Heritage population are concentrated in Ramsey and Hennepin counties with significant concentrations in (listed by decending rank), Anoka, Dakota, Washington, Freeborn, Olmstead, St. Louis, Polk, Le Sueur, Faribault, Martin, and Isanti

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1/ Population Profile of the U.S.: 1979 CPR Series P-20 #350.

2/ Historically, the Hmong have been known as predominantly agricultural people who practice a form of farming known as Slash and Burn, Swidden, or Shifting Cultivation.
Living in the heavily forested upland areas of Southeast Asia, the Hmong farmed an area with an extremely delicate ecological balance. Slash and Burn farming has had a devastating effect upon this balance, destroying the forest cover, exposing the poor quality laterite soil to extensive erosion.
This agricultural technique, coupled with an aloofness and mistrust of any centralized government (as well as a history of strong support for America during the Vietnam conflict), has result in a politically unhealthy climate in their homeland.

counties. About 65 percent of the total Spanish Heritage population in Minnesota resides in these counties. 1/

During 1980, the Spanish Heritage population accounted for 15 percent of the total agricultural placements through the Job Service (Based on ESARS Table 91, September 1980). Among rural applicants the Spanish Heritage population accounted for 11.1 percent of the agricultural placements.

Blacks

Differences between Black and White incomes began to close after 1964, but during the last few years much of the gain has been erased. Around the time of the 1964 Civil Rights Act, which forbade discrimination on the basis of race or color, the national median income of black families was about 54 percent that of white families. The percentage climbed for half a decade, to reach about 61 percent, fell briefly, and then rose again, reaching a high of nearly 62 percent in 1976. It has fallen since to about 56 percent in 1979.2/

Trends in unemployment are not as straightforward. Since 1964 no long term trend has emerged in the overall ratio of Black to White unemployment. In 1964, the national rate of joblessness among blacks was 2.1 times that for whites. It has fluctuated between 1.8 and 2.4 since then. Even if this ratio continues, it is overshadowed by the real predicament; the rate of joblessness among black teenagers, climbing with little interruption through a quarter of a century, now is almost four in ten.3/

Official estimates of black teenage unemployment, however, may seriously understate the problem. So-called hidden unemployment - joblessness not picked up in surveys - is more prevalent among blacks than among whites.

However, there are recent trends which should improve the situation. First, young blacks are staying in school and attending college in unprecendeted numbers. While fewer than 30 percent of the nation's black teenagers finished high school in 1960, 49 percent did so in 1970, and 57 percent graduated in 1979. The number of blacks in colleges has increased from 170,000 in 1960 to 1,100,000 in 1979. Blacks now account for 10.4 percent of the college enrollment, up from only 2.3 percent in 1960.4/

A second major trend is that more black youth are enlisting in the Armed Forces. The increase among black women is especially striking; they now represent more than 26 percent of all enlisted women and 9.4 percent of all women officers. Overall, the Defense Department says that more than 22 percent of all enlisted persons and five percent of all officers are black.

In the last decade, blacks have made enormous gains in education and the types of jobs available to them. Unemployment rates, while still double those for whites, do not reflect the gains that have been made. Affirmative Action Hiring programs, along with better academic qualifications, have allowed many more minorities to assume management positions. No doubt, the long-term effect of such actions will be more equal representation of all minorities across the whole occupational spectrum. As minorities have become more educated, it apparent that the gaps in income and employment are becoming more a function of skills rather than race. Increasing sophistication in the marketplace is raising the level of skills required for entry-level jobs. Unless the educational gap can be overcome, the income gaps among workers will continue to widen.

1/ Minorities in MN 1975.

2/ Source: Wall Street Journal and Census Bureau surveys.

3/ Source: Current Population Survey (CPS).

4/ Geo. C. Lallep, That Statistic of Jobless Young Blacks, Minneapolis Tribune, Sunday Feb. 8, 1981.

BARRIERS TO EMPLOYMENT

Although various explanations have been offered to account for the jobless rate among young blacks, nobody has been able to offer effective solutions. Perhaps the causes are too complex for workable short-term solutions, but certain aspects seem clear.

Employment programs must be accessible to the target groups and deal directly with their needs. Too few government job programs have sucessfully focused on inner-city neighborhoods where most black youth live. Educational opportunities must be made available. In addition, both academic and vocational programs should be designed to help get youth in school and keep them there by removing as many barriers as possible.

THE ROLE OF THE JOB SERVICE

The Job Service currently does 30 percent of its placement business with those under 22 years of age. If we look at job applicants who come into the J.S. and the kinds of services they receive, we find that 40 percent of the youth get referred and placed. This is higher than for any other category.

One overwhelming reason that youth are more easily placed is that the J.S. receives a high ratio of low-paying, low-skilled, temporary and/or part-time openings that young people, often without extensive education, experience or expectations, are willing to take. Also, the J.S. is the Administrative Agent for many Federal and State youth employment programs, thus contributing to the higher increase of youth referrals and placements.

Indians

The following is an excerpt from Of Indians And Jobs prepared by the Minnesota Department of Economic Security and published in July 1980.

> No matter how sketchy, the data or estimates whether they relate to unemployment, earnings, education, housing, chemical abuse, or health, paint a grim picture of the conditions of the American Indian. Some sample figures: In Minnesota it has been estimated that about half of all Indians 11 years of age or older are chemically dependent.1/ That is five times the rate for the rest of the population. Many live on welfare, including 50 percent of the Indians in Minneapolis. American Indians in Minnesota undoubtedly have an unemployment rate higher than that of any other minority group, have a disproportionate amount of illness, die younger, live in poorer housing, are overrepresented in the State's correctional institutions, and are the least educated of all ethnic groups in the State.

For a general discussion of the employment problems of Indians, please refer to the publication cited above.

1/ Urban Indians, Minneapolis Tribune, Picture Magazine, November 18, 1979 (pp 11).

Older Workers

The following table summarizes population and labor force changes. It also highlights work related differences between men and women over 45 years of age, and between older workers and those 16 years of age and older (the potential labor force.)

Table 31
Population and Labor Force Change, 1970-82

	Population (Percent)	Labor Force (Percent)
Males 45+	3.7	- 9.4
Females 45+	8.0	8.6
Total 45+	6.0	- 2.7
Total 16+	21.2	34.3

The figures show that between 1970 and 1982, while the population 16 years and older is expected to grow by 21.2 percent, labor force growth is projected at 34.3 percent. While the number of people 45 and older increased by 6.0 percent over this same period, the number of older workers in the labor force decreased by 2.7 percent. This decline was the net result of two diverging trends: the 9.4 percent decrease in the number of men in the labor force and the 8.6 percent increase in the number of women.

The proportion of older men who remain in the labor force has been on the decline for over a quarter century, but the decline accelerated sharply in the 1970s, especially for men 60-64 years of age. Many factors such as failing health or disability, absence of dependents, increased coverage and benefits from private retirement plans, social security, and medicare combine to induce a worker to leave the labor force before the usual retirement age. Another important factor has been the increase in the proportion of older workers employed as wage and salary workers. Many had been self employed farmers when younger, but as industry moved into smaller urban areas and small uneconomical farms were consolidated, they shifted to nonfarm wage and salary jobs that provided for retirement.

According to the Current Population Survey (CPS), discouragement over job prospects had very little effect upon labor force participation rates for men. For example, if discouraged workers had been included in the labor force during 1978, the (National) participation rate for men 45-64 years of age would have increased by only 0.3 percent. It seems that most men under retirement age who are not working have withdrawn from the labor force because they are no longer interested or able to work, not because they can not find work.

The decline in the labor force participation rates of older men has been sensitive to fluctuations in the economy, leveling off when unemployment is low and declining faster when conditions worsen and job opportunities dry up. However, it is not surprising that men with the least education have contributed most to declining labor force participation rates. Older unemployed men with little education are less able to compete with other workers. Also, jobs requiring little formal education are becoming more scarce - i.e., operatives (factory jobs) and farm and nonfarm laborers. All these combine to discourage older men from staying in the labor force.

Declining participation rates of men and the increasing tendency of women to seek work means, of course, that the labor force is becoming proportionally more female. Women born before World War II were brought up in an age when they worked until they married and began to raise a family. It was not uncommon, however, for women to return to work after the children had grown. But with the number of job opportunities expanding for women, the divorce rate soaring, and the cost of living ever increasing, women of all ages are more induced to joining the labor force.

During 1982, for example, it is expected that for Minnesotans 45 years of age and older, females will out-number males by 18 percent. Of those aged 65 years and older, there will be about 40 percent more women than men. The greater influx of married women into the labor force, with its concomitant doubling of participation rates since 1950, has resulted in two-thirds of all women in the work

force being married (one-half of all working women were married in 1950).

Modestly increased participation rates of older women (age 62-64) during the 1960s were halted and then cancelled, in part, by the large increase in the number eligible for retirement and disability payments under Social Security. Evidence shows, however, that only a small proportion of women (compared with men) receive disability payments, and that most women not in the labor force are occupied with family and home responsibilities.

If past trends toward early retirement continue through the 1980's, greater strain will be put on both the Social Security Trust Fund and on younger workers whose contributions maintain the fund. Private pension plans also encourage retirement at an earlier age. On the other hand, some olders workers may be encouraged to remain in the work force longer if the decrease in the number of younger workers leaves a void in the job market.

This could be a significant inducement to older workers who need to build up retirement benefits, especially for those workers with pension plans not tied to the Consumer Price Index (CPI).

A recent change in the Social Security Law provides for an increase in benefits of three percent for each year that retirement is postponed past age 65 (up from one percent per year). While the total effect of this change is not yet known, it is expected that some postponement will result.

The Role of the Job Service

Generally, older workers who use the J.S. fall into one of two groups; they are long-time workers who no longer find their skills in demand, or they are entering the labor force after a prolonged absence. Although legislation prohibits employers from discriminating because of age, nothing prevents them from hiring a young applicant with current skills in preference to an older one whose skills may be outdated.

As a group, older workers are less educated and may appeal less to those employers who demand a high school diploma or require more advanced formal education. Additionally, those who have been in the labor force for many years had relatively high salaries due to seniority and experience. If forced to develop new skills or enter a different industry, they are often offered lower wages than in their former job. Many are not willing to accept lower wages and remain unemployed.

Older workers share many of the problems of entrants and reentrants. Entrants and reentrants are often older female workers, returning to the labor force after a prolonged absence. This influx usually increases during recessionary periods when secondary workers enter the job market to replace wages lost when the primary worker is out of work. Many entrants and reentrants also suffer from obsolete skills (more pronounced the longer one has been out of the labor market) and they may be forced to acquire new skills or at least reestablish old ones.

Older Workers represented 9.8 percent of the total seeking employment through Job Service in FY 1980. The following table gives the percentage of placements and referrals of older workers within each of the listed applicant groups.

Table 32

Selected Job Service Activity of older workers (45+), FY 1980

Group of Applicant	Registrations		Referrals		Placements	
	Total	% Older Wkr. of Total	Total	% Older Wkr. of Total	Total	% Older Wkr. of Total
Econ. Dis.	77,304	9.9%	27,846	6.2%	18,429	5.7%
Vets	37,125	20.7%	19,436	27.8%	9,580	20.5%
Female	153,284	11.6%	63,642	8.5%	39,034	7.3%
All	335,840	13.3%	148,995	7.4%	88,523	6.4%

Youth [1/]

In 1980 there were 723,000 Minnesotans between 16 and 24 years of age. As can be seen from the following table, this represents a peak for this group, which is now beginning to decline.

As this group increased in size, competition for jobs increased, as did enrollment in post high school training, particularly in vocational schools. From 1975 to 1980 total enrollments in vocational education increased by 14 percent, from 26,500 to 30,100.[2/] The Department of Education expects this trend to continue well into the 1980s, with most of the current increase attributed to adults over 25 years of age, many of whom are either upgrading job skills or seeking to change careers.

By 1985 the number of youth (15-24 year olds) will have decreased by 10 percent from 1980, and by 1990 there will be 17 percent fewer than during 1980, a peak year for this age cohort (see Chart 1, page 8). The movement of this cohort has been felt throughout the 1970s as first elementary, then secondary school enrollments sagged. During the 1980s their diminished numbers will ease the pressure for entry level jobs among new entrants into the labor force. By the 1990s the bulk of the labor force will be over age 25.[3/]

Table 33
Youth in Minnesota 16-24 years of age:
Estimated Population and Labor Force Trends

	Population	Labor Force	Participation Rate
1970	590.8	371.5	62.9
1975	693.1	482.8	69.7
1978	711.2	547.8	77.0
1980	723.3	569.2	78.7
1982	704.5	563.2	79.9
1985	660.0	-	-

Youth and Jobs

While unemployment rates among teenagers have been high in comparison to other segments of the population, total labor force participation rates for teenagers have been and will remain very high throughout the 1980s.

Ten years ago it appeared that there would be few jobs for the large number of youth in the job market during the 1970s and 1980s. However, the young also created a sizeable demand for goods and services, which they helped satisfy by providing hundreds of thousands of workers willing to fill many of the entry-level, temporary, or part-time jobs. Not only did youth welcome these jobs, but employers were happy to have youth supplement the "permanent" work force by taking the part-time and short-time jobs which are exempt from elaborate and costly benefits plans.

Indeed, much of the hand wringing over the youth "unemployment problem" may be concern over unspilled milk. Two reasons why the proportion of the unemployed that is youth has increased over the decade are 1) the teenage population bulge, and 2) increased participation rates. Intermittent employment, and therefore unemployment, have always been a by-product of youth's propensity for voluntary and involuntary job changing.

As youth moves more permanently into the labor force the kinds of jobs they take changes. When a national sample of young workers was asked their occupation and

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1/ The major sources of information used in preparation of this section were: 1) From School to Work: Improving the Transition, A collection of Policy papers prepared for the National Commission for Manpower Policy, 2) The Lingering Crises Of Youth Unemployment, Arvil V. Adams and Garth L. Mangum, June 1978, 3) The Minnesota State Demographer, and 4) Employment Security Job Service records, 5) Things Are The Highest Goal, by George Monaghan, Minneapolis Star November 19, 1979.

2/ Department of Vocational Education.

3/ Minnesota Population Projections: 1970-2000, State Demographers Office, 1975.

industry it was found that two-thirds of the men and four-fifths of the women were students employed either in wholesale and retail trade or in the service and recreation industries and occupations where the incidence of part-time work is high. As the cohort moved from high school to entry-level jobs, there was a shift toward workers in manufacturing, construction, and public administration.

Nondurable retailers such as supermarkets, gas stations, fast food shops, and clothing stores employ most of the young people, because unlike durable goods retailers and wholesalers, selling requires little knowledge of the product.

The Finance, Insurance and Real Estate sector also employs large numbers of young women, mostly temporary clericals in Insurance and Banking. In Insurance, for example, there have been few career expectations on the part of either employer or employee: companies have been known to welcome relatively short tenure and high turnover as a way of avoiding raises and increasing fringe benefits.

The health industry also employs many young workers, again weighted toward female dominated jobs. Roughly half are in service jobs such as licensed practical nurses, nurses aides, and kitchen and cleaning help. Another fifth are clericals, a growing category due to third-party payments and other increased paperwork. Youth also comprise over two-thirds of the workers at motels, hotels, and restaurants, where jobs are low paying and lack permanence. The same can be said of other service oriented jobs such as found in simple repair, laundry and dry cleaning, barber and beauty shop, entertainment, and private households.

Laborer jobs have always been the province of youth. However, entry level jobs that combine high pay with physical strength and endurance have been steadily decreasing in absolute numbers, eliminating many job opportunities to youth.

LEGISLATION AFFECTING YOUTH

Minimum wage legislation is the most frequently cited market impediment to the employment of youth because it screens out not only inexperienced, low productive youth, but also those willing to buy training by accepting lower wages. In the last eight or nine years economists have devoted considerable attention to measuring the effects of the minimum wage on teenage employment and unemployment. There is strong emerging consensus in the literature that raising the minimum wage lowers teenage employment. On the other hand, the studies of minimum wages on teenage unemployment do not produce a consensus on the extent of this reduction.

By 1982 Congress has agreed to double to $6,000 the ceiling on earnings allowed by older workers without loss of Social Security benefits, thus increasing the competition for part-time jobs, a major source of youth employment. On the other hand, raising the mandatory age of retirement may inhibit older workers from beginning a "second career" or seeking parttime employment, to help counterbalance the competition.

EDUCATION, TRAINING AND SKILLS

Education and training have a significant positive effect on the employment and earnings of youth. In the last decade, while educational levels have generally risen, youth labor force participation rates have also climbed. Obviously, more are simultaneously working and going to school. It may be that it is easier for teenagers to get a job if in school. There is national evidence that the unemployment rate of teenagers who are out of school is higher than for those in school. (More bluntly, as a group, those teenagers who leave school are poorer employment prospects).

During the early 1970s families were apparently willing to increase spending for education despite evidence that it was no longer a guarantee of a better job. Afer a declining briefly during the mid-1970s, post high school enrollment increased late in the decade and into the

1980's. Although some of this is due to increasing numbers of high school graduates, other reasons are, a response to poor job prospects, and a resurgence of interest in vocational education.

Data on educational attainment in Minnesota is available from the State Planning Agency's 1977 Household Survey. They found that the proportion of students graduating from high school is increasing. In 1960, according to the Census, 44 percent of those over 24 years old were high school graduates; by 1970 58 percent were; by 1977, according to the SPA, 70 percent.

In 1960, 68 percent of the 25-34 year olds were high school graduates. By 1977, 93 percent were graduated. Similar increases were found in other age groups. This may be a plateau; no significant difference in the proportion of high school graduates was found between 25 and 30 year olds (94 percent for both). The largest senior class was graduated in 1977. From then until 1990, secondary school enrollment is expected to decline as a result of the decline in births after the baby boom. The study also found that the proportion of persons 25 years or older with college degrees has more than doubled since 1960, from 8 percent to 17 percent in 1977.

Table 34

Youth in Minnesota - Estimated Population and Labor Force Trends

	Population	Labor Force	Participation Rate
1970	590.8	371.5	62.9
1975	693.1	482.8	69.7
1978	711.2	547.8	77.0
1980	723.3	569.2	78.7
1982	704.5	563.2	79.9
1985	660.0	-	-

Veterans

Owing to the great diversity of the veteran population, few accurate generalizations can be made about this group. Statistical averages (age, income, etc.) prove useful when comparing vets with other segments of the population, but any assessment of the unique problems and qualities of the veteran population is very difficult.

The most commonly used method to glean characteristics of the population of a state or region, is to extrapolate from the national to the regional or state level. The assumption behind such a practice is that the population in question is homogeneous, but for the veteran population, such an assumption would be tentative at best. Herein lies the greatest difficulty in dealing with the veteran population. Veterans who emerge from a regional matrix of culture, education, etc. tend to keep these characteristics which are more significant than those acquired as a veteran.

As a result, the statistics used in this analysis (measuring the number, age, income, etc.) are only superficially descriptive of the veteran population. In-depth analysis of the problems and nature of the veteran population is beyond the scope of this publication.

The National veteran data used in this publication were obtained from the Veterans Administration (VA) in Washington, D.C. and consists of both 1970 Census data and data obtained directly from the veterans by the VA. The Veterans Administration estimates that during 1980 there were 560,000 veterans in the state, of which 192,000 or 34.2 percent were Vietnam-era. During 1979, according to the VA, veterans had a median income of $16,110 compared to $11,160 for non-vet males. Vietnam era veterans aged 35 and under (20-35) had a median income $20,070, compared to $15,950 for non-veteran males up to 35 years old.

The following national data is from the Washington office of the VA, and is based upon 1970 census data, as well as more current VA records.

The median income of families headed by male veterans was $20,390 in 1979, compared to $19,640 for families headed by male non-veterans. Wives worked in 53 percent of the veterans households and 50 percent of non-veterans. The unusual figure for all other households with a veteram present is due to veteran benefits paid to families of either a deceased or disabled veteran. This figure included income earned by the non-veteran member of the family.

Along with national veterans data, there

Table 35

(ESARS-TABLES B-06 , 15)
AVERAGE STARTING WAGE OF APPLICANTS
PLACED BY E.S.

DATE	AVERAGE WAGE VETS	AVERAGE WAGE MALE
Feb 77	$3.35	$3.14
Feb 78	3.59	3.30
Feb 79	4.01	3.68
Feb 80	4.34	4.01
Feb 81	4.47	4.27

Table 36

Number of Veterans in the Minn. J.S. Active File

Date	Total Vets	Vet. % Of Active File	Viet-Era Vets	Viet-Era % of Total Veterans
March 31,77	19,651	24.8%	12,421	63.2%
Feb. 28,78	24,413	23.2%	4,504	18.4%
Feb. 28, 79	8,472	14.4%	3,021	35.7%
Feb. 29,80	7,586	12.1%	2,644	34.9%
Feb. 28, 81	9,809	14.1%	3,830	39.0%

Table 37

1979 MEDIAN INCOME FOR VETERANS & NON-VETERANS			
AGE	VETERANS	NON-VETERANS	NON-VET INCOME AS % OF VETERANS
20+	$16,110	$11,160	69.3
20-35	$20,070	$15,950	79.5

Table 38

INCOME FOR FAMILIES WITH VETERANS-1979

TYPE OF HOUSEHOLD	AGE	FAMILY w/VET	FAMILY wo/VET	NON VET INCOME AS % OF VET
Husband & Wife	20+	$20,390	$19,640	96.3
(either male or both working)	20	$26,080	$22,100	84.7
All other Households*	20+	$23,810	$19,460	81.7

* INCLUDES: Family with spouse working only, single parent, or any other living arrangement which may include combined income.

exists J.S. data on veterans who apply for work, but the source of this data, ESARS records, has shortcomings. In the case of Table 35, which shows average starting wages of males and veterans placed by the J.S., veterans wages are automatically boosted because teenagers (who get the lowest paying jobs) are excluded.

According to ESARS data, both the number of veterans using the J.S. and the percentage of those who are Vietnam-era have dropped over the years. There are problems in comparing ESARS data over time as the Employment and Training Administration eliminated the Vietnam-era breakout during 1978. (The Vietnam-era was defined by presidential proclamation as beginning August 5, 1964 and ending May 7, 1975.) Still, if we piece together the data that exists, we get a rough idea of the decline in the number and proportion of veterans over recent years.

The Role of the Job Service

In 1980 Veterans accounted for 13.4 percent of the J.S. applicants and received 17.3 percent of the referrals. They are heavily represented in J.S. totals partly because of the preferential treatment granted them by law. For example, employers with Federal contracts over $10,000 are required to list their openings with the Employment Service which, in turn, must give veterans the advantage in referral.

Veterans seeking work through the Employment Service from October 1979 through September 1980 were classified across a broad range of occupations. The following tabulation gives the most commonly listed occupations for all veterans seeking employment through the J.S.

Most Commonly Listed Occupations Among Veterans Using Job Service:

Truck Drivers, Material Handlers, Laborers	24 percent
Carpenters, Misc. Construction Workers	21.3 percent
Professional, Managerial, Technical	12.8 percent
Shipping and Receiving Clerks, Sales	9.9 percent
Security Guards, Janitors	9.0 percent

Collectively, these jobs accounted for 77 percent of the total veteran applicant population. This distribution has been relatively unchanged for the last three years.

Caution must be exercised when generalizing from this distribution to the entire veteran population, since veterans with professional or skilled backgrounds often find jobs through sources other than the J.S.1/

EDUCATION

While the National median educational level for veterans is only slightly greater than for non-veterans (12.6 v.s. 12.5 years), many veterans have used the G.I. bill for educational purposes. Of the nine million Vietnam-era veterans in the U.S., 73 percent (6.3 million) had received some sort of educational assistance as of September 1980.

Of the 449,000 Vietnam-era veterans and service personnel in training on Sept. 30th, 1980, 327,000 (73 percent) were in on-the-job training and 84,000 (18.7 percent) were in Institutional programs.

1/ Of the 560,000 Vets in Minnesota in 1980, 37,125 or 17 percent used the J.S.

While there is little doubt that education and training have been important in improving the general economic condition of veterans, preference in civil service hiring, intensive manpower programs by the J.S., and goodwill between veterans and employers, have also proved valuable.

Women

During the 1970s a rapid influx of women into the labor market, accompanied by an increasing tendency to continue working while rearing children, has given the family, the labor force, and the entire economy a completely different complexion. The percentage of women aged 16 and over in Minnesota's labor force (the participation rate) increased from 35 percent in 1960, to 43 percent in 1970, to 58 percent in 1980. The rate for men was 80 percent in 1980.

The increasing participation rate, coupled with a 22 percent percent increase in the number of working age women in the last ten years, has pushed the number of women in the labor force up from 580,000 in 1970 to an estimated 926,000 in 1980. The single greatest increase in participation has come from married women between the ages of 24 and 35, a group traditionally raising children, but increasingly combining a job with family.

The rush of women into the labor force was largely unexpected and underprojected. Since 1970, the Bureau of Labor Statistics has been predicting a slowdown in female participation rates and each year it has increased. Finally in 1980 the rate of increase in the national labor force participation rate for women showed signs of slowing. Presently, BLS is predicting that the number of women in the labor force will increase by 1.8 percent per year until 1990, slower than the 3.2 percent increases of the early 1970's.

Table 39 Employment in selected occupations, 1950,1970,and 1978

(Numbers in thousands)

Occupation	Both sexes			Women as percent of all workers in occupations		
	1950	1970	1978	1950	1970	1978
Professional-technical	4,858	11,452	14,245	40.1	40.9	42.7
Accountant	377	711	975	14.9	25.3	30.1
Engineers	513	1,233	1,265	1.2	1.6	3.3
Lawyers-judges	171	277	499	4.1	4.7	9.4
Physicians-osteopaths	184	280	424	6.5	7.9	11.3
Registered nurses	403	836	1,112	97.8	97.4	96.7
Teachers,college and university	1,123	2,750	2,992	74.5	78.7	71.0
Writers-artists-entertainers	123	492	562	22.8	29.3	33.8
Managerial-administrative,except farm	4,884	6,397	10,105	13.8	15.6	22.4
Bank officials-financial managers	111	313	573	11.7	17.6	30.4
Buyers-purchasing agents	64	361	270	9.4	20.8	29.5
Food service workers	343	323	595	27.1	33.7	33.8
Sales managers-department heads;retail trade	142	212	343	24.6	24.1	37.3
Clerical	6,865	13,787	16,804	62.2	73.6	79.6
Bank tellers	62	251	449	45.2	85.1	91.5
Bookkeepers	716	1,562	1,830	77.2	82.1	90.7
Cashiers	230	824	1,403	81.3	84.6	87.1
Office machine operators	193	563	827	81.1	73.5	74.2
Secretaries-typists	1,580	3,844	4,570	97.5	96.6	98.5
Shipping-receiving clerks	267	413	461	6.6	14.2	22.8

SOURCE: Women in the labor force: some New Series BLS Report 575, 1979.

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Table 40

Median Income For Men and Women - 1979
(both groups working full time, year round)

	Men	Women	W/M%
Salaried Professional Technical & Kindred	$20,978	$13,700	65
Mgrs. & Administrations excluding farmers, salaried	22,983	11,698	51
Sales workers	17,090	8,910	52
Clerical & Kindred	16,520	9,853	60
Blue Collar	15,761	8,866	56
Service Workers	11,933	7,318	61
College 4 years	22,388	13,430	60
College 5 or more yrs.	25,858	16,694	64
15-19 year olds	7,519	6,716	89
20-24 year olds	11,481	8,572	75
25-34 year olds	16,825	11,156	66
35-44 year olds	20,070	11,185	56

Table 41
NATIONAL UNEMPLOYMENT RATES
for Men and Women '72-80

Year	Male %	Female %	Female/ Male %
'72	4.9	6.6	1.35
'73	4.1	6.0	1.46
'74	4.8	6.7	1.40
'75	7.9	9.3	1.18
'75	7.0	8.6	1.23
'77	6.2	8.2	1.32
'78	5.2	7.2	1.38
'79	5.1	6.8	1.38
'80	6.9	7.4	1.07

It has been estimated that two-thirds of the Nation's employed women support themselves because they are single, divorced, widowed, or are married to a low wage earner. The most immediate incentives to work, therefore, may be inflation, a divorce rate double that of ten years ago, delayed marriage, fewer children, and laws promoting equal employment opportunities. Other sociological factors such as the changing role of the "housewife" or increased awareness of "equality" may well be as important, albeit difficult to measure, as the purely economic factors.

INCOME

Despite strong Federal legislation and executive orders many women still do not receive equal pay for equal work. Discriminatory hiring, promotion, and pay practices remain. In fact, the "wage gap" between men and women may be widening. The United States Department of Labor found that the earnings differential was wider in 1974 than it was 19 years earlier; due in part to large numbers of unskilled women entering the labor market during the 1960s and 1970s. In 1955, women working full-time, year-around, earned 64 percent as much as males and by 1973 only 56.5 percent.1/ By 1976 it had risen to 60 percent,2/ and remained there through 1980.

The dramatic entry of women into the labor force has meant that many earn at or near the entry level. Yet even within the same occupational groups, women's wages quite often average only 50 to 60 percent of men's. For example, among sales workers, women are usually the department store clerks and the like, whereas men are more likely the sales representatives, car salespeople, etc., who command higher earnings.

Although income for women, regardless of profession, education, or age, remains consistently lower than for men, there are extenuating reasons beyond mere discrimination. More women than men have completed high school (40 percent v.s. 32 percent - U.S., 1979) and in spite of the tremendous increase in college enrollment by women during the last ten years, much of the disparity between income for men and women can be traced to differences in education.

Many women tend to enter traditional fields of study such as elementary education, liberal arts, etc., rather than the sciences, medicine, etc., which are usually male dominated, higher paying professions.

Even when women are hired as professional, administrators, and managers, they tend to earn less than males in the same occupations. One explanation for this phenomenon is that women are much more likely than men to leave the labor force during their late 20's or early 30's, a crucial period in career development. Consequently, young females earn about 90 percent of what young males do, but in their middle years earn only about 50 percent as much as men the same age.

In Minnesota, from 1970-1977, the number of female headed families increased much faster than husband-wife families: 23 percent compared to 10 percent. Of these, 24 percent of the husband-wife and 64 percent of the female headed families earned less than $10,000.1/ The 1977 median income for female headed families in Minnesota was $8,050 compared to $15,560 for husband-wife families. Furthermore, the increased numbers of female headed families has triggered large scale sociological changes which are altering the basic characteristics of the family. An important example is the growth of child care centers which are becoming more responsible for the development of children of working mothers.

1/ "Women/Earnings Often Important To Family", Minneapolis Tribune, Jan. 15,1978.

2/ Money Income And Poverty Status Of Families And Persons In The United States: 1976, Bureau of the Census CPR series P-60, No. 125.

1/ Characteristics of Women in Minnesota, 1977. Minnesota State Planning Agency Office of the Demographer.

UNEMPLOYMENT & JOBS

While women 20 years and older comprised 38 percent of the nations work force in 1980, they accounted for nearly 50 percent of the unemployed.[1] One possible explanation is that many women work in high turnover occupations or are re-entrants to the work force.[2] Comparing unemployment rates for men and women, we find that from 1972 to 1980 [3] the unemployment rate for women averaged two percentage points higher than for men. The reason is that during the 1975 and 1980 recessions women's rates were not as adversely affected as men's were. Perhaps this is because women concentrate in occupations with rapid turnover or low skill requirments, whereas men abound in hard goods manufacturing and other recession sensitive industries.

Analysis of Minnesota ESARS data indicates that women most often seek clerical occupations, but the proportion of females seeking professional, managerial, and technical work nearly equals that for males. Although women now enter male-dominated areas such as drafting, accounting, medicine, etc., the majority work in traditionally female occupations, many of which are associated with high turnover. This is evident from Table 38.

Economically Disadvantaged

By definition, any family or individual who earns less than the poverty threshold adopted by the Federal government in 1964, can be considered Economically Disadvantaged. For a non-farm family of four, the threshold was $3,022 in 1960, $3,968 by 1970, and $7,412 in 1979.[4]

Like earned income, the size of the poverty population fluctuated throughout the 1970s. Declines in the number of poor during the early part of the decade were offset by increases during the 1975 and 1980 recessions.[5]

In 1980, approximately 320,000 Minnesotans, or eight percent of the population, qualified as disadvantaged, compared to 11 percent nationally.

ESARS data does not directly count Economically Disadvantaged persons in Minnesota, but it does aid in gageing the number of individuals who receive public assistance, as well as other individuals not receiving assistance but who were classified as Economically Disadvantaged by the J.S. when they registered.

Of the 31,874 Employment Service Job Applicants coded Economically Disadvantage in 1980, 54 percent were female, 78 percent were white, 9 percent were black, 5 percent were Indian, and 24 percent were Hispanic. Of the 8,469 minority individuals registered with the Employment Service in 1980, nearly 76 percent were classified Economically Disadvantaged.

Many disadvantaged applicants were women either entering the labor force for the first time or else re-entering after having raised families. They were often unskilled, under-educated, and lacking wage credits with which to qualify for U.I. benefits. Many had quit working to raise a family, but were forced to seek work after divorce or separation. Being unable to compete in the job market with dated job skills, many had no choice but to accept AFDC, and along with it the Economically Disadvantaged status.

While factors such as lack of education or job skills, physical ailments, lack of

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1/ Employment and Earnings, Jan. '81. Bureau of Labor Statistics table.

2/ Women in Minnesota. An Economic Analysis of their work Experience-MDES. Oct. 1977.

3/ Employment and Earnings, Jan. 1981.

4/ Characteristics of the Population Below the Poverty Level: 1978 Current Population Report P-60 # 124, July 80, P. 206.

5/ Employment, Hours and Earnings, Jan. 81.

mobility, discrimination (and for the recent influx of Southeast Asians, a language barrier) are stumbling blocks for anyone looking for work, they especially compound the problems of the Economically Disadvantaged.

Government programs such as WIN, WEP, CETA, etc., are aimed at target groups within the Economically Disadvantaged population. In 1980, for example, nearly 6,000 Economically Disadvantaged Minnesotans got jobs through the WIN program. CETA also finds jobs for many of the disadvantaged, including American Indians, seasonal farm workers, and youth.